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ABSTRACT

To determine the feasibility of employing women as state traffic officers (STOs), the California Highway Patrol (CHP) conducted a two-year study. The CHP employed forty-one women and forty-two men as traffic officers and gave them the standard sixteen-week training given all new officers. After graduation, the officers were assigned to highway patrol commands in various parts of the state and their performance was evaluated. The department also conducted surveys of the public and of department personnel during both years of the study to discover the attitudes that existed about women STOs. The study concluded that it is feasible to employ women as STOs; the cost of recruiting, training, and maintaining a woman as an STO is higher than for a man, but not exorbitantly so; improved selection and training procedures can reduce the cost of employing women; and academy grades were strongly correlated with men's and women's performance in the field. Doubts about the ability of women to perform as STOs centered primarily around the issue of physical strength, but the data collected was not sufficient to resolve the issue. It was recommended that future STO recruitment efforts be aimed toward those candidates most likely to meet the job qualifications; future research should be conducted on minimum physical qualifications for STOs; the minimum education requirements for STOs should be raised to include college hours; and individualized training should be provided to cadets during academy training. (About three-quarters of the document consists of appended materials.) (LMS)

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Department of California Highway Patrol
G. B. Craig, Commissioner
Sacramento, California
1976

WOMEN TRAFFIC OFFICER PROJECT
FINAL REPORT

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PREFACE

This report is submitted to the California State Legislature in compliance with Section 2266 of the Vehicle Code. The report describes the California Highway Patrol's two-year study to determine the feasibility of employing women as State Traffic Officers. The study was entitled the Women Traffic Officer Project, and this report discusses the project from its inception in early 1974 until its conclusion in mid 1976.

Chapter I summarizes the entire project and reports the conclusions of the two-year study. The information in the Interim Project Report published in July 1975 has been duplicated here in Chapters II through VI of this report. Chapters VII through XII describe activities that occurred during the last year of the study.

The California Highway Patrol gratefully acknowledges the invaluable contributions made by the members of the Citizens Advisory Committee, which has had close and ongoing involvement with all project activities over the past two years.

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GLOSSARY

Advisory Committee -- Women Traffic Officer Project Advisory Committee

BFOQ -- Bona Fide Occupational Qualification

CHP -- California Highway Patrol

CTC IV-74 -- Cadet Training Class IV-74

DWI -- Driving While Intoxicated

EVOC -- Emergency Vehicle Operations Course

FIT -- Females in Traffic

FTO -- Field Training Officer

OCJP -- Office of Criminal Justice Planning

PAD -- Planning and Analysis Division

QAP -- Qualification Appraisal Panel

SB 1859 -- Senate Bill 1859

SPB -- State Personnel Board

SPSS -- Statistical Package for the Social Sciences

STO -- State Traffic Officer (male officer)

TO, CHP -- Traffic Officer, California Highway Patrol (female officer)

TO -- Traffic Officer (male or female)

WTO Project -- Women Traffic Officer Project

WTOP -- Women Traffic Officer Project

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Chapter I

PROJECT SUMMARY

The many activities of the Women Traffic Officer Project are briefly described in this chapter following a summary of the Department's conclusions and recommendations. A more detailed description of key activities is contained in Chapters II through XII. Comments of the project's Advisory Committee are contained in Chapter XIII.

Conclusions

1. It is feasible to employ women as State Traffic Officers.

2. The cost of recruiting, training, and maintaining a woman as a State Traffic Officer (STO) is higher than for a man, but not exorbitantly so.

3. Improved selection and training procedures can reduce the cost of employing women as STOs.

4. Doubts about the ability of women to perform as STOs have centered primarily around the issue of physical strength. In response to two surveys, many members of the Department and the public expressed doubts about the ability of women to handle situations demanding great physical strength. The data collected during the project have not been sufficient to resolve this issue.

5. Academy grades were strongly correlated with men and women's performance in the field.

6. Some physical characteristics, particularly percentage of body fat, are correlated with men's and women's performance in the Academy and in the field.

7. Some background characteristics and selection procedures are correlated with men and women's performance in the Academy and in the field. This finding is particularly true for the total number of college hours and scores on the preemployment written examination and Qualifications Appraisal Panel (QAP) interview.

8. Minimum physical and intellectual standards are needed for the STO position.

9. An equation that weights several of the background and screening variables can be used to predict a person's performance in the field.

Recommendations

1. Future STO recruitment efforts should be aimed toward those candidates who are most likely to meet the job qualifications. Applicants should be provided with complete information regarding the selection process.

2. Further research should be conducted on minimum physical qualifications for STO. This research should result in a more difficult and job-related preemployment physical agility test, which will reduce training costs due to injuries.

3. The equation for weighting the various phases of the selection process should be cross-validated before it is actually used to rank candidates on the employment eligible list.

4. The Department should continue to use the Qualifications Appraisal Panel (QAP) and new STO preemployment examination as parts of the selection process.

5. The minimum education requirements for STO should be raised to include an appropriate number of college hours.

6. More individualized training should be provided to cadets during Academy training.

7. A system should be established by the Department for requiring officers to remain in good physical condition throughout their careers.

Summary of Project Activity

Civil Rights Lawsuit

The male-only requirement for the 1973 State Traffic Officer examination resulted in a suit against the Department and the State Personnel Board (SPB), charging that women were unlawfully discriminated against under Title VII of the U. S. Civil Rights Act. Early in 1975 a stipulation was filed before the Federal District Court, postponing court proceedings until the feasibility study is concluded. A copy of the stipulation is shown in Annex I-A. In May 1976, a judgment based on the WTOP findings was awarded in favor of the Plaintiff. The California Highway Patrol (CHP) has agreed to open all future STO examinations to qualified women applicants. A copy of the Settlement is shown in Annex I-B.

Origin of the Women Traffic Officer Project

Early in the 1970s, social custom, legislation, and court decisions forbade the arbitrary exclusion of women from police patrol positions. Several law enforcement agencies began studies to determine if sex was a bona fide occupational qualification (BFOQ) for police officers. However, no state highway patrol or police agency similar in organization and responsibility to the CHP had undertaken a comprehensive study to determine the feasibility of employing women for statewide patrol duty.

Because of the absence of empirical data on this issue, the State Legislature, through Senate Bill 1859 (SB 1859), Annex I-C, required the CHP to conduct a two-year study to determine if it is feasible to employ women as Traffic Officers (TO). The study is entitled the Women Traffic Officer Project (WTOP).

To implement the study, the CHP employed 41 women and 42 men as Traffic Officers and provided them with the standard 16-week training given all new officers. After graduation from the CHP Academy, the officers were assigned to Highway Patrol Commands in various parts of the State, and their performance was evaluated.

Creating the Traffic Officer, California Highway Patrol (TO, CHP) Classification

Minimum qualifications and selection procedures for women officers were developed through the cooperative efforts of the California Highway Patrol, State Personnel Board, and State Attorney General's office. Most of the existing STO minimum qualifications were considered appropriate for TO, CHP. However, the STO minimum height standard of 5'8" was impractical because surveys report that less than 5 percent of women in the United States between ages 18 and 34 are that tall. The question was also raised as to whether the 5'8" height requirement was valid and clearly job-related. After people of various heights tried to perform a number of tasks required of STOs, 5'6" was found to be the minimum height necessary for people to safely perform many of these tasks.

Recruitment Efforts

During the two-month period prior to the July 20, 1974, test date, more than 1,300 hours were expended by CHP personnel in statewide recruitment.

Written Examination and the Physical Performance Test

The 1973 STO preemployment written test was also used to test women candidates. Because of the physical differences between men and women, and questions regarding their job-relatedness, the existing STO physical agility test was not used. That test consisted of 23 sit-ups, two palms-away pull-ups, and a jump of 15 vertical inches from a standing position. Studies showed that most women could not complete the two pull-ups or the vertical jump reach.

A consultant was employed to develop a job-related physical agility test for the TO, CHP, examination. The test was developed with the intent of ensuring that an adequate number of women would be able to complete the test and participate in the project. The consultant's initial recommendations for a job-related physical agility test consisted of four pass/fail items: a half-mile shuttle run; 23 bent-knee sit-ups; running a slalom course while carrying a 70-pound sandbag, and turning the bag 180 degrees in the arms both before and after the run; and squeezing a grip-strength dynamometer.

Employing Female Traffic Officers

Physical agility and written tests were administered to TO, CHP, candidates at seven locations throughout the State on July 20, 1974. Of the 1,458 initial applicants, 745 took the examination.

The physical agility test events, with the exception of the grip-strength test, were scored on a pass/fail basis on the day of the examination. A minimum passing score for the grip-strength was established later, after the CHP consulted with the Advisory Committee.

Qualifications Appraisal Panel interviews determined the candidates' positions on the hiring list for TO, CHP.

On August 2, 1974, the SPB published a list of the 127 women who had successfully completed the initial selection process.

The last two steps in the selection process were medical examinations and background investigations. The Confidential Applicant Questionnaire, which is used as base document for conducting the medical and background investigations, is shown in Annex I-D.

Employing Male Traffic Officers

Male Traffic Officers in the Women Traffic Officer Project were hired from the 1973 STO eligible list. Candidates underwent essentially the same selection and testing procedure except for different height standards and physical agility tests.

Advisory Committee

An Advisory Committee of prominent citizens from the private sector, State government, the academic community, and the Highway Patrol was created to assist the Department with the project. A complete listing of Advisory Committee members is shown in the preface. The objectives of the Committee are: to ensure that the Department is informed of the views of groups having major interests in the project; to act as a communication link between the Department, the public, and those groups represented; and to make recommendations to the Department on key decisions concerning the project. The Advisory Committee's charter is shown in Annex I-E.

Members of the Advisory Committee have been encouraged to become thoroughly familiar with all aspects of the Department. They have been asked to visit field officers, interview CHP personnel, and ride on patrol. All Departmental Commanders were advised of the Advisory Committee's role (Annex I-F).

The Committee has been of invaluable assistance to the Department. Their professional guidance and assistance have contributed significantly to every major project activity.

Project Funding

The Department made extensive efforts to obtain funds for the project. Although nine agencies were contacted, the Department was unsuccessful. The project has been financed entirely from within the Department's existing budget.

Project Objectives

The primary objective of the project is to develop information that can be used to ascertain the feasibility of employing women as State Traffic Officers.

The Department, with assistance from the Advisory Committee, developed the "critical task" concept for evaluating the officers' performance. Each of the 16 critical tasks, such as "making all types of in-custody arrests," by definition, must be performed adequately by an officer assigned to patrol duty. The critical tasks are listed on pages 29 and 30.

Academy Training

Forty women and 40 men reported to the CHP Academy for the 16-week cadet training course on September 30, 1974. During the first week two of the men and one of the women resigned, and their positions were refilled. Resigners were not replaced after the first week.

The women who began training averaged about the same age as the men. More men than women were married. The women's average QAP score was 5 percent higher than the men's. There were major differences between the two groups in height, weight, physical strength, and military and prior police experience.

To ensure that both women and men received the same learning opportunities, all courses were coeducational. Cadets were required to achieve a passing score in all portions of training. The average performance of both men and women was essentially the same in all areas other than physical training. Men suffered seven injuries during training and women suffered 18. One woman was terminated for failing both the academic and physical portions of training.

The most common reasons women gave for resigning were that the physical training was too difficult and they had not understood the nature of the job when hired. The most common reason men gave for resigning was that the academic training was too difficult.

Twenty-seven women and 30 men completed Academy training and graduated on January 16, 1975. They reported to their field assignments on January 28, 1975.

Assignments to the Field

Cadets were assigned to fill STO positions that were vacant at the time of their graduation. At least one woman and one man were assigned to the 15 CHP Area offices and one substation that had vacancies. Since one substation became an Area in 1975, there are now 16 WTOP Areas. Two women were assigned to those Areas not having another female officer in an adjoining command.

Orientation of Field Personnel

Before the officers reported to their field assignments, CHP personnel in the involved commands attended training and orientation meetings and viewed a film on the selection and training of project officers.

Field Training of Project Traffic Officers

Before receiving individual assignments, WTOP officers spent at least 30 working days with a Field Training Officer (FTO). The FTOs completed a "Critical Task Rating List" (Annex IV-G) on project officers at least every 10 working days during field training.

Interim Project Findings

From the information gathered through March 1975, the CHP prepared an Interim Project Report to the Legislature in July 1975. The Interim Project Findings are shown in Annex I-G. The last chapter of the Interim Report contained the Advisory Committee's comments about the first year of project activity. The Advisory Committee's Interim Comments are shown in Annex I-H.

Survey of Departmental and Public Attitudes

Because attitudes can affect job performance, the Department initiated a survey designed to discover what attitudes existed about women Traffic Officers. The first survey was taken before women were assigned to the field; the second, one year later. Uniformed personnel in the 16 WTOP Area Commands as well as members of the public in those Areas were surveyed.

These 1975 and 1976 surveys show that both the public and Departmental personnel feel that women have a lower overall ability than men to perform as TOs. These opinions are most evident on issues related to physical strength.

Members of the public who had contact with female Traffic Officers had a much higher opinion of the ability of women to perform as TOs than those who had not. Also, uniformed personnel's opinion of women as TOs was higher in January 1976, when 22 female Traffic Officers had been in the field for almost one year, than in the first survey, when no women officers were in the field.

Summary of 1975 Field Performance

As groups, male and female WTOP officers performed acceptably through 1975. At the beginning of the year, evaluations of the two groups on their performance of critical tasks were about equal. Throughout the year evaluations improved slowly but steadily for both groups. Annex VIII-H charts the average performance ratings of men and women in each critical task throughout the 11-month field performance period.

In the fourth quarter of field performance, three women received lower than "acceptable" evaluations on their ability to arrest physically combative persons. These ratings were based on a total of three incidents, however, and the superiors of the officers felt that use of better enforcement tactics would solve the problem. Because of the importance of successful officer performance during combative arrest situations, further research is needed in this area.

Table I shows the average activity per project officer during work-year 1975:

Table I

Average Activity per Project Officer Year

	Men	Women
Total Enforcement Actions	1,358.2	1,183.6
Drunk Driving Arrests	45.4	49.2
Motorist Services	587.2	501.7
Accidents Investigated	49.2	48.0

Because shift and beat assignments were not controlled during the study period, activity levels for the male and female officers cannot be accurately compared.

Five of the 27 women who reported to the field left the project during the 11 months following Academy graduation. The first year field attrition rate for women was almost three times that of male project officers. The cost implications of this higher attrition rate are discussed in Chapter X.

There is an 88 percent chance that this difference in resignation rates is not due to random statistical fluctuation.

Relationships Between Selection Standards and Performance

In addition to examining the feasibility of employing women, this project also investigated the relationships among personal backgrounds, physical characteristics, training performance, and field performance of project officers. Data compiled on each officer were placed in a computer file system for analysis.

The analysis showed that the number of college hours was the screening variable most highly correlated with the officers' field performance. The other variables that predict field performance include both physical and intellectual abilities and are shown on pages 73 and 74.

For women, all four blocks of Academy training were significantly correlated with performance in the field. The first two blocks of Academy training were correlated with the men's field performance.

For men who remained in the Academy, it was found that all portions of the STO preemployment written examination predicted how well they would do in training.

For women who remained in the Academy, the total number of college hours and percentage of body fat (that percentage of the total body which is fat) predicted how well they would do in training.

The data support the concept that minimum standards should be developed for the STO position. The data are most useful for constructing a prediction (regression) equation that predicts how well an applicant will do in the field if actually employed. The equation for male and female WTOP officers is shown on page 82.

Cost of Employing Men and Women as Traffic Officers

The number of injuries suffered in the field by WTOP officers was typical of other new officers; however, injuries were much more numerous during Academy training. The four preceding Academy classes had about two and one-half injuries per 40 officers. Male WTOP officers had nearly three times this many injuries, and female officers more than seven times this many injuries. The average cost per injury for male WTOP officers was $53.71 but $890.61 for female officers The Department believes the cost of injuries during Academy training can be reduced by raising future selection standards and making the Academy physical training more individualized.

The major cost factor in employing women as TOs is women's higher attrition rate in the field (18.5 percent for women vs. 6.6 percent for men). When field attrition costs are considered, it costs $1,777 (14.8 percent more to select, train, and assign a woman officers to the field for an 11-month period.

In a normal year the Department employs and trains approximately 300 new officers. If half of the officers employed each year were women, the excess training costs due to attrition would amount to $266,550 per year. This cost would be substantially greater if improved selection and training methods failed to reduce the cost of injuries sustained by women during Academy training.

Chapter II

PROJECT FUNDING

The Highway Patrol began to seek funds for the feasibility study as soon as SB 1859 was introduced in the Legislature. A fully refined study plan was not developed at that time, but the Department estimated the cost of a comprehensive feasibility study would be $261,487, exclusive of Traffic Officer salaries.

In most cases, preliminary contacts with potential funding sources were made by telephone or in person by the Project Director or other management personnel. These contacts were then followed up with written requests for funding if any possibility of funding was indicated. The original project proposal, grant requests, and letter to the Ford Foundation are shown in Annex II-A. Other funding requests and responses were similar.

The following public and private funding sources were explored:

Public Funding Sources

U.S. Department of Transportation
National Highway Traffic Safety
  Administration
400 7th St., N.W.
Washington, DC 20591

U. S. Department of Labor
14th St. and Constitution Ave., N.W.
Washington, DC 20210

United States Department of Justice
Law Enforcement Assistance Administration
National Institute of Law Enforcement
  and Criminal Justice
Washington, DC 20530

Advisory Coordinating Council on Public
  Personnel Management
455 Capitol Mall, Suite 385
Sacramento, CA 95814

Office of Criminal Justice Planning
7171 Bowling Dr.
Sacramento, CA 95823

Private Funding Sources

Ford Foundation
1909 K St., N.W.
Suite 400
Washington, DC 20006

Insurance Institute for Highway Safety
Watergate 600
Washington, DC 20037

Highway Users Foundation
1776 Massachusetts Ave., N.W.
Washington, DC 20036

Business and Professional Womens Foundations
2012 Massachusetts Ave., N.W.
Washington, DC 20036

The Project Director met with representatives of the Ford Foundation in Washington, D.C., in June 1974 but was unsuccessful in obtaining project funding. Ford Foundation representatives were generally of the opinion that the Washington, D.C., Police Department study had settled the issue of women in law enforcement.

The most promising public funding source was the California Office of Criminal Justice Planning (OCJP). Unfortunately, the Research and Development Advisory Committee of OCJP rejected the Department's first request for funds. Some members of the OCJP Committee objected to the philosophy of expending Law Enforcement Assistance Administration funds on the project. They felt the project was not directly related to law enforcement although the CHP made over 16,500 felony and 125,000 misdemeanor in-custody arrests during 1974.

A second attempt was made to utilize OCJP funds by having OCJP act as the overall consultant for the project. These efforts collapsed in November 1974, when OCJP attorneys attempted to become involved in negotiations to settle the Schultheis civil rights lawsuit. Staff of OCJP conferred with the Attorney General's Office regarding the lawsuit without first informing the Department that they felt OCJP had a legitimate interest in the case. OCJP later informed the Department that they would be unable to fund the project unless they were fully aware of, and in agreement with, the terms of any stipulation filed in the Schultheis case. The Department was of the opinion that settlement of the lawsuit should not be further complicated by involving OCJP. It was evident that acceptance of funds meant fully involving OCJP in the Schultheis case and possibly all of the Department's selection and employment procedures. These conditions were unacceptable to the CHP.

As time progressed, various phases of the project were completed and the Department's funding requests were reduced in dollar amounts.

Eventually (in November 1974), the Department ceased its search for project funds because the project was so far developed that only minor changes could have resulted from outside assistance.

The design and evaluation of the project has proceeded with existing Departmental resources and assistance of the Advisory Committee. No outside funding has been used.

Chapter III

TESTING AND SELECTION PROCEDURES

Creation of a Special Job Classification

A crucial step toward completing the feasibility study in the two years allowed by SB 1859 was the immediate hiring of a group of female Traffic Officers. Hiring male Traffic Officers to participate in the study was not a problem because a list of eligible candidates was available from the 1973 examination. Existence of this list made it impractical to hire women as Traffic Officers without creating a new list of eligible candidates.

Allowing women and men to compete for positions on a new State Traffic Officer list was thought to be impractical for two major reasons. First, the top of a new eligible list would undoubtedly be filled with men, since veterans are given 10 points' preference on initial employment examinations in State government. It would have been highly unlikely that a sufficient number of women could be employed within the short time available.

Secondly, the existing STO eligible list resulted from an extensive minority recruitment effort that won national recognition for the Department in 1973. Only half of the 1973 STO list had been utilized and discarding the list could have caused considerable resentment within the State's minority population.

A new civil service classification was created for women exclusively--Traffic Officer, California Highway Patrol (TO, CHP). This allowed the hiring of as many women as needed for the project.

The new classification was developed with the concurrence of the SPB and the Attorney General's Office.

Development of Minimum Qualifications for TO, CHP

Minimum qualifications for TO, CHP, were developed by the Department under the direction of the Project Director and with the assistance of the SPB.

Three factors guided development of the minimum qualifications: (1) for study purposes, it was necessary to maintain a high degree of similarity between the male and female candidates participating in the project; (2) due to the mandatory nature of the project, minimum qualifications could not be adopted that would exclude almost all women; (3) the standards needed to be stringent enough to select women most likely to succeed as officers.

The CHP and SPB agreed that the existing STO minimum qualifications of age, education, color perception, and hearing were appropriate for TO, CHP. The examination announcement shown in Annex III-A lists the specific medical conditions considered to be disqualifying.

Table II shows the percentage of women age 18-34 predicted to be eligible for TO, CHP, on the basis of height. Use of a 5'8" STO minimum height requirement would reduce the potential candidate group to an unacceptably low number. Because of this concern and questions regarding the validity of the 5'8" height requirement, a study was conducted to determine the relationship of height to performance of routine job tasks.

Women of various heights were asked to perform such routine tasks as handling the Departmental shotgun, sitting astride a motorcycle, drawing a standard 6-inch service revolver from the high-ride holster, operating a patrol car, and directing traffic. People shorter than 5'6" could not adequately perform one or more of the tasks. Shorter people could not reach the ground with both feet while sitting astride a motorcycle, could not safely back a patrol car without unbuckling the seat belt, and could not be seen when directing traffic at an intersection.

The final decision on height was based on two considerations. First, a height standard of 5'8" would eliminate 96 percent or more of all women and would severely limit the number of potential candidates. Second, present studies could not fully justify a 5'8" standard since some of the women who were 5'6" tall could perform the tasks previously described. As a result, the minimum height standard was established at 5'6".

Table II

Cumulative Percentages of Potential Candidates Qualifying at Various Heights

Height	Men	Women
6'2"	3	--
6'1"	7	--
6'0"	15	--
5'11"	22	--
5'10"	35	--
5'9"	47	1
5'8"	64	4
5'7"	75	7
5'6"	88	18
5'5"	92	29
5'4"	97	47
5'3"	99	59
5'2"	--	77
5'1"	--	88
5'0"	--	94
4'11"	--	98

SOURCE: U. S. Department of Health, Education and Welfare, U. S. Population, Ages 18-34, by Sex (Washington, D.C.: 1962).

Minimum and maximum weight standards were adopted after consulting with law enforcement agencies currently employing female officers and reviewing insurance companies' weight rating tables. It is not known if very strong women were eliminated by these standards. The examination announcement (Annex III-A) contains the various minimum qualifications for TO, CHP.

Test Locations

Written and physical performance tests for TO, CHP, were given on July 20, 1974, at seven locations--Redding, Sacramento, San Francisco, San Luis Obispo, Fresno, Los Angeles, and San Diego.

Conditions of Employment

The examination announcement explained the experimental nature of the project and stated that the position of TO, CHP, could be abolished in two years.

Recruitment of Female Candidates

TO, CHP, candidates were recruited by the CHP using three primary techniques: (1) personal contact with candidates, (2) meeting with interested groups, and (3) news media advertising.

The Department's Personnel Bureau conducted recruitment training sessions for approximately 50 STOs who were assigned to recruit applicants throughout the State. More than 1,300 work hours were expended by CHP personnel on the recruitment campaign. It is not known if the best qualified women were recruited for the position.

Minority Candidates

The CHP placed considerable emphasis on recruiting ethnic minority candidates, and 23 percent of the candidates taking the examination were from an ethnic minority background. The minority recruitment effort can be considered successful, since 25 percent of the State's population is of ethnic minority background. The ethnic composition of California was determined by the Population Research Unit of the Department of Finance.

Examination for TO, CHP

Of the 1,458 women applying, only 745 appeared for the written and physical performance tests. An analysis of candidate attrition is shown in Table III. Major steps and time frames involved in the employment of women officers are shown in Annex III-B.

The CHP conducted a mail survey asking reasons why applicants did not compete in the examination. The most common reason given was that the respondent did not think she could complete the physical performance test. Other reasons given were: (1) illness or injury, (2) distance of the examination from home, (3) discouragement from friends and family, and (4) conflicts with work schedule.

Written Test

The written examination for TO, CHP, was conducted under SPB supervision at each of the seven test locations. The test instrument was the same one used during the 1973 STO examination, and consisted of 90 questions related to spelling, grammar, reading, and number skill. In the cases of both the TO, CHP, and STO tests, a total of 46 (51 percent) correct responses were required to qualify on the examination. Of the 745 TO, CHP, candidates particpating, 515 (69 percent) were successful in the examination. Of the 8,549 STO candidates participating in the 1973 examination, 6,085 (71 percent) were successful on the written examination.

Physical Performance Testing

The physical performance test for STO consists of three pass/fail events: (1) two palms-away pull-ups, (2) 23 sit-ups, and (3) a vertical jump reach of 15 inches. At the time the decision was reached to go ahead with the project, the Department was finishing an analysis of the validity of the performance test. The Department was not convinced that the existing test was valid for men and women. Studies conducted by a physical education specialist employed as a consultant by the Department indicated that the majority of the women he tested could not complete the two pull-ups or the vertical jump reach. The average college-age woman tested by the consultant was able to complete only 6/10 of one pull-up. The existing STO performance test was, therefore, deemed inappropriate for use in the TO, CHP, examination.

Table III

Candidate Attrition
1974 TO, CHP, Examination
(6-21-74 through 9-30-74)

Selection Phase	Candidate Participation	Candidate Attrition No.	Candidate Attrition % of Total
Submitted Applications	1,458	--	--
Rejected by SPB	--	17	1.2
Scheduled for Written Test	1,441	--	--
Failed to Appear for Written Test	--	696	47.8
Participated in Written Test	745	--	--
Eliminated in Written Test	--	230	15.8
Passed Written Test	515	--	--
Failed to Appear for Agility Test	--	22	1.5
Eliminated in Agility Test	--	163	11.1
Qualified in Agility Test	330	--	--
Eliminated by Height Standard	--	18	1.2
Eliminated by Vision Standard	--	25	1.7
Failed to Appear for QAP	--	23	1.6
Eliminated in QAP	--	137	9.4
Placed on Eligible List	127	--	--
Medically Rejected	--	4	.3
Eliminated Due to Background Factors	--	4	.3
Waived Consideration	--	23	1.6
Hired	40	--	--
Remaining on List *	56	--	--
TOTAL	--	1,362	93.5

---

*3.8% of the original candidate group remains on the unusued portion of the eligible list.

The Department contracted with a consultant to develop a job-related physical performance test for TO, CHP, candidates. After he evaluated the Department's study of physical tasks required of a STO and interviewed officers and their supervisors, he proposed a physical performance test consisting of five pass/fail items:

1. Half-mile shuttle run in 5 minutes and 30 seconds, or less.

2. Twenty-three bent-knee sit-ups.

3. Running a timed slalom course carrying a 70-pound sandbag and turning it 180 degrees in the arms, both before and after the run.

4. Pushing and pulling a 150-pound sandbag across a table.

5. Squeezing a grip strength dynamometer.

The proposed pass point for grip strength was 100 kilograms of 220 pounds, total strength for two hands. The grip strength of each person's hand is measured separately, then the two scores are combined for the total score. After discussions with the Project Director and Personnel Bureau representatives, the recommended pass point was reduced to 55 kilograms. After later reviewing the grip strength measurements of the candidates for TO, CHP, an actual pass point of 50 kilograms was established.

Pretesting of the Physical Performance Test

The proposed test was given to 15 male STO Cadets in their twelfth week of Academy training. All but one passed.

The test was then given to 37 women. The volunteers were State employees of various ages (18-30 years), heights, and degrees of physical condition. Three women passed all the tests. Two others failed only the grip strength test and would have succeeded if the failure point had been 50 kilograms rather than 55. All candidates passed the 150-pound sandbag push-pull.

The SPB and CHP reached an agreement on the physical performance test, which consisted of the following events:

1. Half-mile shuttle run in five minutes, thirty seconds.

2. Twenty-three bent-knee sit-ups.

3. Seventy-pound sandbag manipulation carry.

4. Measurement of grip strength.

All test events were scored on a pass/fail basis, although the pass point for the grip strength test was not established until several weeks later, after an evaluation of candidates' actual performance. The physical performance test described in a notice sent to TO, CHP, candidates before the exam is shown in Annex III-C. An analysis of the factors relating to candidate disqualification on the performance test is presented in Annex III-D.

Qualification Appraisal Panel Interviews of TO, CHP

To appear on the eligible list, candidates were required to meet height and vision requirements and successfully complete the written, physical performance, and oral portions of the test.

The Qualifications Appraisal Panel (QAP) consisted of a chairperson from the SPB, a CHP captain or lieutenant, and a member of the general public. One or more of the panelists were women. The Advisory Committee was asked to recommend public members for the panels. Panel members were trained prior to the interviews. The interviews began on July 29 and were completed August 2, 1974. The 127 women who received scores of 70 percent or higher from the QAPs, and passed the other phases of the examination process, were placed on the eligible list. The QAP scores determined the candidates' positions on the list, since all other portions of the selection process were rated on a pass/fail basis. The QAPs generally considered the following factors when interviewing candidates:

1. Readiness for the position--education, experience, past work record.

2. Communication skills, perceptiveness, ability to present ideas and understand questions.

3. General impression--maturity, tact and poise, neatness and grooming, willingness to accept responsibility and condition of employment.

Medical Examination

After the eligible list was established, medical examinations and background investigations began. Medical standards were the same as those used for STO except that a pelvic examination was added to the women's medical. Four women were rejected because of medical problems--one for poor eyesight and three for disqualifying spinal conditions.

Background Investigations

Background investigations of all candidates on the eligible list were begun, except for 16 who failed to meet the weight and age requirements. Background investigations for TO, CHP, candidates were the same as for STO.

The Department completed 108 investigations and recommended 82 candidates (76 percent) for hire. The remaining 26 (24 percent) were not recommended because of behavioral problems disclosed by the investigation. Since candidates are hired in the order in which they appear on the eligible list, only four women in the top 58 were disqualified because of the background investigation.

Hiring the Members of Cadet Training Class IV-1974 (CTC IV-1974)

The 40 women hired were selected from the first 56 on the eligible list. Four of these 56 were rejected for medical reasons, eight waived eligibility, four were denied employment because of information discovered in the background investigation. One of the 40 women who began Academy training resigned during the first week and was replaced by the fifty-eighth women on the list, after the fifty-seventh waived appointment. First-week resigners, one woman and two men, were replaced in order to keep the study group as large as possible. Replacements were not made after the first week of training.

The male Traffic Officers in the WTOP cadet class were hired from the 2,471 candidates on the 1973 STO eligible list. Their rankings varied from 201 to 1,030 because of previous waivers, medical problems, background investigations, etc. Candidates whose files showed that they met all medical and background requirements were hired strictly in the order in which they appeared on the eligible list.

Chapter IV

PROJECT EVALUATION

Project Planning

Any large-scale, long-range study requires extensive planning. The planning document for this project entitled Project Planning Guide is available through the Department upon request. The plan of analysis, (Annex IV-A) one of the most important elements of the guide, was developed with advice from the Advisory Committee.

Objectives of the Project

The project's formal statement of objectives is as follows:

> The primary objective of this project is to develop information that can be used to ascertain the feasibility of employing women as sworn members of the California Highway Patrol.
>
> The secondary objectives are:
>
> 1. To develop appropriate performance measures to be used in evaluating both men and women officers during this project.
> 2. To develop future appropriate hiring standards for men and women.
> 3. To develop improved training procedures for use in the Department's Academy program.
> 4. To produce a comprehensive report on the project that will include data and conclusions in response to the above issues.

Evaluation of Officer's Performance

Working with the Advisory Committee, the CHP developed the "critical task" concept of performance evaluation. A critical task is by definition a task that a Traffic Officer assigned to road patrol duty must be able to perform adequately. If the officer cannot perform any one critical task acceptably, then the overall performance as an officer is considered to be unacceptable. All project officers have been rated by their superiors on their performance of the 16 critical tasks. These ratings will form the basis for evaluating the feasibility of employing women as members of the CHP.

Selecting the Critical Tasks

The CHP began by listing the tasks of STOs. Sources were: (1) the SPB's job description for STO; (2) a previous salary study commissioned by the California Association of Highway Patrolmen; (3) an STO task analysis by the SPB; and (4) two Departmental rating forms. The Training Check-Off List (Annex IV-B) serves as a record of the new officer's field training experiences. The Personnel Development Checklist (Annex IV-C) is used by supervisors in preparing probationary and annual performance evaluations of uniformed personnel.

A list of STO tasks was presented to a group of Departmental top management personnel, and they were asked to individually assign each task a rating from 1 (not very critical) to 7 (extremely critical). The ratings of all the individuals participating were summed to rank the tasks. Annex IV-D shows the original list of tasks, along with instructions for ranking and the results.

Discussion resulted in rewording a number of descriptions for clarity. The tasks were rewritten and ranked again. Tasks with an average rating of 6 or higher on the second ranking were considered "critical tasks."

Twenty-three of the rewritten tasks received an average of 6 or more. The rewritten list of tasks and the ranking are shown in Annex IV-E.

Next, 24 Field and Headquarters Commanders, representative of the entire Department, rated the tasks. The results of their rating is shown in Annex IV-F. With one exception, the top 23 ranked tasks were identical to the 23 tasks rated "critical" by the top management group. "Conforming with personal behavior and grooming standards of the Department" was considered critical by top management but not Headquarters and Field Commanders. Since personal behavior and grooming are not performance tasks, this item was eliminated, leaving 22 items.

Because the 22 highest ranked tasks had been chosen from many different sources, some were virtual duplications. For this reason, and for clarity, the 22 critical tasks were reworded and combined into 17 critical tasks. The critical task, "Willingness to take a life when legally and morally justified," was eliminated from the list since there was no practical way to measure it. The remaining 16 critical tasks were:

1. Making high-risk and felony vehicle stops.
2. Making all types of in-custody arrests.
3. Monitoring and operating the Departmental mobile radio while performing field enforcement duty.
4. Willing implementing Departmental enforcement policy.
5. Effectively using firearms.
6. Stopping vehicles for routine traffic violations.
7. Issuing all types of enforcement documents.
8. Recognizing unsafe or illegal traffic conditions while operating a patrol vehicle.
9. Taking charge at accident scenes or other emergencies.
10. Safely operating a patrol vehicle in all circumstances.
11. Maintaining personal control and effectively dealing with the public during stressful situations.

12. Lifting and carrying prisoners or accident victims in varying terrain.
13. Investigating and preparing written reports on traffic accidents, arrests, etc.
14. Administering first aid.
15. Verbally expressing thoughts and describing events.
16. Recognizing the symptons of "under the influence" drivers and administering the field sobriety test.

Every project Traffic Officer has been evaluated on the performance of these critical tasks. The evaluations have been made on the Critical Task Rating List (Annex IV-G).

Developing the Critical Task Rating List

In the Critical Task Rating List, the critical tasks are defined and the means to explain performance is attained by breaking each task into subtasks. The performance of each subtask is rated in the same manner as a critical task. The job of isolating the subtasks was completed by project staff, the Department's Personnel Bureau, and a Traffic Officer, Sergeant, and Lieutenant from field commands.

Performance is evaluated by one of the following ratings:

1. Unacceptable.
2. Potentially Acceptable.
3. Acceptable.
4. Well Qualified.
5. Superior.

U. Unable to Rate.

Field evaluators are required to explain in writing any rating of "unacceptable" or "potentially acceptable." This five-point scale allows groups or individuals to be compared more readily than if the evaluations were purely narrative. Drs. Daryl and Sandra Bem of the Advisory Committee, and an industrial psychologist from the State Personnel Board, assisted in developing the rating scale.

The instruction manual for the Critical Task Rating List (Annex IV-H) explains in detail the meaning of the critical tasks, the ratings, evaluation periods, required documentation, and other necessary information.

Determining the Feasibility of Employing Women

The primary consideration in determining the feasibility of employing women as STOs is their acceptable performance of the 16 critical tasks. A secondary consideration is the cost associated with employing women as STOs.

Cost will be addressed by the Department after reviewing the following items and considering recommendations of the Advisory Committee: (1) number of women available who can meet the minimum qualifications established for the STO position; (2) cost of recruiting, selecting, and training women who meet the established minimum qualifications; (3) cost of injuries, assignment limitations, and attrition rates for women officers; (4) other pertinent facts related to advantages or disadvantages of employing women as STOs.

When the project began, a definition of feasibility had not been developed. In consulting with the Attorney General's Office, the Department was advised that the principal case regarding the employment of women in physically demanding or hazardous jobs was Weeks vs. Southern Bell Telephone and Telegraph (U. S. Court of Appeals, Fifth Circuit, 1969). In Weeks, the court refers to the fact that if all or substantially all women are unable to perform safely and efficiently the duties of the job involved, sex may be established as a bona fide occupational qualification. The U. S. Court of Appeals, Ninth Circuit, also makes reference to Weeks in the case of Rosenfeld vs. Southern Pacific Company, 1971. The courts have not further defined the terms "substantially all" or "safely and efficiently." The Department, after again conferring with the Attorney General's Office regarding the current state of the law, believes cost must definitely be considered in determining the feasibility of employing women as STOs.

As the project developed, some members of the Advisory Committee stated that cost should not be considered in determining the feasibility of employing women. The Department, however, is considering feasibility in a broader context than merely the legal feasibility of employing women Traffic Officers. The Department believes it has a responsibility, as part of this feasibility study, to advise the Legislature of any difference between the cost of employing women and men as Traffic Officers.

The Department recognizes that the cost of employing women for the WTO Project may not be typical of employing women Traffic Officers in the future. Chapter X addresses the cost of employing women and men as STOs. Administrative costs associated with conducting the WTO Project are excluded in the cost analysis.

Chapter V

ACADEMY TRAINING

The Officers of Cadet Training Class IV

A total of 83 cadets entered the Academy during the week of September 30, 1974. Three replaced the two men and one woman who resigned during the first week. Table IV compares the similarities and differences between the men and women of Cadet Training Class IV-1974.

Table IV

Cadet Profile

	Men	Women
Average Age	25.6 yrs.	25.3 yrs.
Average Height	5'11¼"	5'7-3/4"
Average Weight	182 lbs.	144 lbs.
Number with Prior Police Experience	8	4
Number with Military Service	23	1
Presently Married	23	14
Average Score on Written Examination for Traffic Officer	68.3	71.2
Average QAP Score*	86	91
Average Number of College Semester Units	49.6	67.1

* Not including veteran's preference points.

The men entering Academy training had much greater physical capabilities than the women. In a physical performance test given during the first week, the men surpassed the women in all five events on the performance test. The results are shown in Table V.

Table V

First Week's Physical Performance Scores

	Men		Women	
Test	No.	Score	No.	Score
Average Grip Strength*	39	105 kg.	39	63 kg.
½-Mile Shuttle Run	39	4:10 min.	39	4:50 min.
Two Palms-away Pull-ups	32	Pass	2	Pass
15-inch Vertical-Reach Jump	38	Pass	21	Pass
23 Bent-knee Sit-ups	39	Pass	37	Pass

* Total for both hands.

Uniforms for Women Officers

The regular Traffic Officer uniforms purchased by officers from private vendors were unsuitable for women. Vendors had to alter uniform patterns drastically. Women require uniforms specifically designed for them, rather than modified male uniforms.

Originally a skirt and special hat were part of the female officers' uniforms. The women in the class thought a skirt was expensive and of limited usefulness. They wanted to dress like officers, not women officers, and felt a distinctive hat would set them apart. Therefore, the skirt and special hat were eliminated.

Grooming Standards

The primary difference between women's and men's grooming standards is that women are allowed to wear their hair to the bottom of their collar, while men may not have hair longer than to the top of the collar.

Curriculum Modifications

The training of the cadet class proceeded in basically the same manner as that of all other cadet classes. Annex V-A contains a complete list of Academy courses. A few changes to the curriculum were made to accommodate the women; the most significant was in the physical training.

In the first week of training most of the women could not do any men's push-ups or pull-ups. The Project Coordinator and Academy Staff again consulted with Dr. Jack Wilmore, of the Advisory Committee, and designed a special physical training program. Modified versions of the push-ups and pull-ups were used for the women. The modified push-up allowed the women to support themselves on the knees, rather than the feet. The modified pull-up was done from a bar four feet above the floor. Women doing the modified pull-up hung from the bar in a sitting position and placed their heels upon an 18-inch bench, then chinned themselves.

The Academy also installed a Universal Gym to help cadets having problems with physical training. All cadets were required to use the Universal Gym in addition to performing the regular physical training. This special training equipment was purchased on the recommendation of Dr. Wilmore. He believed it could increase women's strength by as much as 50 percent in a 10-week period.

Changes in other courses were relatively minor. Some instruction in vehicle maintenance and tire changing was added to the course in vehicle operations; firearms instruction was increased by two hours because women, as a group, were unfamiliar with weapons. The course in enforcement tactics was modified so that each cadet in the class acted as the primary Traffic Officer in a mock arrest situation varying from issuing a routine traffic citation to making a "high risk" or felony arrest. This enabled instructors to adequately evaluate the capability of each cadet to handle various arrest situations.

All graduating cadets, as usual, were required to achieve a passing grade in all the Academy courses. All 57 cadets who graduated from the Academy performed at satisfactory levels in academic classes, physical training, vehicle operation, and use of weapons.

Comparisons in Practical Training

At the end of Academy training, the men and the women were, except for physical training, at about the same performance level in all aspects of the curriculum. (See Table VII on the following page.)

Women and men performed equally in the Emergency Vehicle Operations Course. This course covers skid training, high speed pursuit, defensive driving, and emergency driving. The cadets received a subjective rating on each phase of the course, and the ratings were combined into a percentage score. Women earned an average score of 81.0 percent; men had an average score of 82.6 percent.

Men performed slightly better than women in the final examination on defensive weapon firing. When the course began, women were much poorer shots than the men.

Table VI shows the average shooting score attained by the men and women of CTC IV-1974. Two scores are shown. The first was accomplished during the eighth week of training on the "bull's-eye" course and the second was the official qualification score of the Defensive Firing Course. The maximum score possible for each test was 300 points.

Table VI

Weapon Qualification Scores

	Bull's-Eye	Defensive
Men	257.50	288.93
Women	253.78	278.89

The top shooter in the class was a woman who fired a perfect score of 300.

Academic Comparisons

The 16-week Cadet Training Program consists of four equal blocks of instructions. Each block of classroom instruction consists of courses as follows:

BLOCK I

1. Administration of Justice
2. California State Government
3. Organization of the CHP
4. Personnel Complaints
5. Physical Evidence
6. Radio Operations
7. Highway Fire Safety
8. Departmental Orders
9. Laws of Arrest
10. History of the CHP
11. Police Ethics
12. Vehicle Code

BLOCK II

1. Basic Criminal Investigation
2. Vehicle Registration
3. Civil Disturbance
4. Juveniles
5. Interrogation
6. Highway Terminology
7. Highway Engineering
8. First Aid
9. Auto Theft Procedures
10. Basic Reports
11. Bomb Procedures
12. Current Law
13. Directing Traffic
14. Driver License Laws
15. Effective Writing
16. Equipment

BLOCK III

1. Accident Investigation
2. Related Crimes
3. Special Vehicles
4. Transportation Requirements
5. Vehicle Equipment Requirements

BLOCK IV

1. Courts
2. Driving Under the Influence
3. Effective Speaking
4. Enforcement Psychology
5. Enforcement Tactics
6. Photography

Table VII

Academic Performance Grades, by Percents

	Block I	Block II	Block III	Block IV	Overall
Men	89.17	89.23	85.90	90.60	88.73
Women	88.63	88.78	85.11	90.93	88.36

Comparisons in Physical Performance

The major difference in the performance of women and men at the Academy was in physical training.

During the cadet training program, three physical training tests are administered. Each test consists of pull-ups, push-ups, sit-ups, and the obstacle course. A maximum score of 100 percent is possible in each test.

Table VIII shows the average score attained by the men and women of CTC IV-74 for each of the three tests. Two scores are entered for the women. "Modified" indicates that special pull-up and push-up exercises were used.

Table VIII

Physical Training Scores, by Percents

	4th Week	8th Week	12th Week
Men--Regular	79.80	90.21	94.87
Women--Regular	35.62	55.96	70.68
Women--Modified	54.81	75.32	83.50

Another indication of physical condition is the ability to run long distances. For a timed two and one-half mile run toward the end of Academy training, the average women's time was 21 minutes and 15 seconds, while the average men's time was 19 minutes and 50 seconds.

The number of injuries sustained during training was also different for women and men. Women incurred 14 muscle strains, one eye inflammation, one broken tooth, and one bruised foot. Men suffered five muscle strains, one abrasion, and one heat prostration. Four of the men and 11 of the women required medical treatment of their injuries. All the injuries except one abrasion occurred during physical training. Two of the strains suffered by the women were so serious that neither woman was able to assume full field duties upon graduation.

These two women began regular patrol duty on May 1, 1975. While recovering from their injuries, both women were reassigned to limited duty, one at the Academy, the other at the Los Angeles Communication Center. A comprehensive evaluation of the costs associated with these and other injuries to project officers is discussed in Chapter X.

Resignation and Termination

Twelve men and 13 women resigned during the 16 weeks of Academy training, most during the first month. Resignation rates of this proportion are not unusual for recent cadet training classes. In addition, one woman was terminated for failure to perform acceptably in both academic and physical portions of training. One man would have been terminated for poor academic performance but resigned. Attrition of cadets from the Academy by week of training is shown in Annex V-B.

When cadets resigned or were terminated from the Academy, the normal exit interview for cadets was conducted by a member of the Academy staff. The object was to determine the cadets' reasons for leaving. Special training in interview techniques had been conducted for the Academy staff just before cadet training.

Two further steps were taken to discover additional information about failures to complete the Academy. First, the Advisory Committee designed a questionnaire (Annex V-C) to determine the cadets' reasons for leaving. This questionnaire was completed during the standard exit interview. Second, the Project Coordinator and a member of the Advisory Committee interviewed the former cadets within a few weeks after they left the Academy. The intent of the second interview was to allow former cadets to speak directly to an Advisory Committee member about all phases of the selection and training process.

In responding to the questionnaire, most male and female resigners indicated that they felt that the Academy staff treated the cadets fairly and that the training at the Academy was job related. Both men and women said the selection process for the female officers had been fair, but about half the people of each sex felt that the CHP did not really want female officers. Most of the women stated that the physical training was too hard, and about half the men said that the academic training was too hard. Many of the resigners stated that they had not really understood the job of Traffic Officer before they joined the CHP.

During the post employment interviews, five women said they resigned because they had not understood the job, and six said they resigned because of the difficulty of the physical training. One woman said she resigned because a foot injury prevented her from completing training, and one woman said she was afraid of losing her femininity.

Two of the 12 male resigners did not want to be interviewed. Five of the men said they had resigned because of difficulty with the academic training, two resigned because they decided that the CHP was not the right career for them, and three gave personal reasons not related to Academy training.

In general, the men and women who resigned were positive about the CHP and the WTO Project. They considered their difficulties to be personal, not caused by unfair or unreasonable treatment at the Academy.

Academy records show that the main reasons given for resignation (physical training and academic problems) were indeed problem areas for the resigning cadets. Women who eventually resigned performed poorly during the Academy physical training, and men who resigned had low average grades in academic subjects.

Graduation from the Academy

Twenty-seven women and 30 men graduated from the CHP Academy on January 16, 1975. They reported to their field assignment locations on January 28, 1975.

Chapter VI

ASSIGNMENT TO FIELD COMMANDS

Selection of Area Commands

The 57 officers who graduated from the CHP Academy on January 16, 1975, were assigned, in essentially the same manner as previous Academy classes, to available vacancies in Highway Patrol Areas[*] according to assignment criteria shown in Annex VI-A. Basic procedure was modified in two ways. First, it was decided that at least one woman and one man would be assigned to each of the Areas with vacancies.[†] Two women were assigned to those Areas not having another TO, CHP, in an adjoining command. Second, cadets were paired so that men and women of approximately equal potential would be assigned to the same Area.

The potential of each cadet was evaluated by a group of eight Academy staff members who completed a "Cadet Evaluation Sheet" (Annex VI-B) for all the cadets with whom they were familiar. Ratings were adjusted to correct for tendencies to rate high or low.

The selected Areas and the number of cadets assigned to them are listed below:

Zone	Area	Men	Women
Zone III (San Francisco)	San Francisco	2	2
Zone V (Los Angeles)	Baldwin Park	1	1
	South Los Angeles	1	1
	East Los Angeles	3	3
	Santa Fe Springs	3	1 [‡]
	West Los Angeles	5	4
	Malibu	-	1 [†]
	Glendale	4	1
	Central Los Angeles	1	2

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[*] Geographically the California Highway Patrol is divided into eight administrative "Zones." Zones are subdivided into 94 "Areas," which carry out the field operations.

[†] Malibu was a substation of West Los Angeles Area at the time field assignments were made. It was later upgraded to an Area.

[‡] Because of the injuries suffered in Academy training, the woman assigned to Santa Fe Springs did not report to the Area until May 1, 1975.

Zone	Area	Men	Women
Zone VI (San Diego)	El Centro	1	2
	Santa Ana	1	1
	Westminster	1	1
	Indio	1	2
Zone VIII (San Bernardino)	Barstow	1	2
	Pomona	2	2
	Riverside	3	2*

Annex VI-C shows the geographical organization of the CHP and location of Areas where WTOP officers were assigned.

Before the project officers reported to the Areas, a series of orientation and training sessions were held for Area personnel.

Orientation of Field Command Personnel

On January 7 through 14, 1975, the Project Director and the Academy Commander toured the four Zones to which project Traffic Officers were assigned, conducting orientation meetings for Commanders of Areas and Zones. At these meetings a history of the project was given. The recruitment, selection, and training of project officers and the role of the Advisory Committee were discussed. The discussion was aided by film clips showing the selection and training of project officers.

The orientation also emphasized the need for Commanders to show a positive but impartial attitude toward the project. It was explained that project officers were to be assigned to all shifts, beats, and incidents and rated by the critical task system.

Training of Field Supervisory Personnel

In the week following the orientation of Command personnel, the Project Coordinator and members of the Academy staff conducted training sessions in the selected project Areas. Field Training Officers, Sergeants, and Lieutenants were given specific instruction in the use of the Critical Task Rating List. The overall project was discussed to put the training into perspective. About 125 personnel attended the five-hour sessions.

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* Because of the injuries suffered in Academy training, one of the women assigned to Riverside did not report to the Area until May 1, 1975.

Duty Assignment of Project Traffic Officers

Just prior to the officers' reporting to the field, their Commanders were given instructions regarding the officers' duty assignments during the study period (Annex VI-D). Commanders were instructed to assign project officers to patrol duty in the same manner as new officers had been assigned in the past. Officers were required to work all shifts, all beats, and under all conditions required of any new officer.

Field Commanders were made responsible for ensuring project officers were assigned to all duties and dispatched to all incidents on their assigned beats. The instructions made it clear that officers were not to be given special consideration on calls, beats, shifts, or other assignments during the study period.

In June 1975, Field Commanders were instructed to make periodic checks of shifts and duty assignments to ensure that project officers were not being assigned to shifts or beats that would limit their exposure to the full range enforcement duties (Annex VI-E). It was emphasized radio dispatchers and field supervisors were to assign calls without regard for the sex of the officer.

At the same time, direction was given for all project officers, both men and women, to work at least one month on a shift without a partner. This direction was given to ensure that each officer was rated sometime during the study period on his or her ability to effectively perform patrol duty without the assistance of a partner.

While these extensive directions were aimed at maximizing the project officers' exposure to all types of patrol conditions, it must be noted that the officers did not perform all of the types of duties that officers perform throughout the State. This is due to two reasons: (1) the Department wanted to study womens' performance in regular patrol situations; therefore, they were not assigned to special duties such as commercial enforcement at roadside scale and inspection facilities or noise enforcement; (2) seniority prevails on some geographical and duty assignments, and assignment of less senior officers to solo motorcycle enforcement duty or to highly desirable central and northern California areas or resident posts would have created a number of unacceptable employee relations problems.

For these reasons the Department has not been able to study the performance of women officers on solo motorcycle duty or in isolated mountain communities where resident posts are located.

A resident post is defined as "a geographic location within an area so removed from the Area office or other resident posts as to require the assignment of a TO to carry out the responsibilities of the Department." Officers assigned to resident posts are required to respond to emergency calls on a 24-hour-a-day basis, and almost always work alone and far removed from the assistance of other CHP personnel. There are 108 officers and sergeants assigned to a total of 36 resident posts within the State. There are 251 officers and sergeants assigned to solo motorcycle duty.

Field Training of Project Traffic Officers

Field training has always been an extension of Academy training. Normally, field training lasts 30 working days, but it is regularly extended if an officer has not progressed adequately or had sufficient exposure to various field activities. The wide variety of subjects covered during field training include Area geography, use of cameras, radio procedures, driving on patrol, emergency procedures, enforcement policy, etc. A list of these subjects is shown in Annex IV-B. During field training each new TO patrols with a Field Training Officer as a partner. In some Areas Field Training Officers rotate every 10 to 15 days, to expose the trainee to different personalities and operating methods.

On January 28, 1975, male and female TOs of this project began their field training. It was the same as that of any new officers, except that at least every 10 working days they were evaluated by their Field Training Officer, using the Critical Task Rating List. Performance of the officers in the field is discussed in Chapter VIII.

Chapter VII

PUBLIC AND DEPARTMENTAL ATTITUDES TOWARD WOMEN TRAFFIC OFFICERS

Introduction

The CHP has conducted two surveys of the attitudes of the public and Departmental personnel toward women Traffic Officers. The first was conducted between January 21 and 27, 1975, before the WTOP officers began their field assignments. The results were reported in the Interim Project Report. The second survey was conducted a year later, between January 12 and 28, 1976. These surveys had five basic objectives:

1. To determine the preassignment opinions of Departmental personnel about the relative ability of men and women to perform as Traffic Officers.
2. To determine the preassignment opinions of the public about the relative ability of men and women to perform as Traffic Officers.
3. To determine if Departmental and public opinions changed significantly between 1975 and 1976.
4. To determine if contact with women Traffic Officers affected Departmental and public opinions.
5. To find out how Departmental personnel and the public evaluated the field performance of WTOP officers.

The January 1975 Survey

The January 1975 survey was designed to find out what Departmental personnel and the public thought about the relative ability of men and women to perform as Traffic Officers. This survey was administered immediately before the WTOP officers reported to the Field. The questionnaire used during the survey appears in Annex VII-A.

The questionnaire and rating scale were developed with the assistance of the Advisory Committee. The questionnaire provided space for the age and sex of the responden , whether the respondent thought that female Traffic Officers would be accepted as equals by other Traffic Officers, and 19 questions about the relative ability of men and women to perform various tasks required of a State Traffic Officer. The tasks were taken from the project's "critical tasks." The respondent was asked to answer each question by circling one of the following five symbols with these meanings:

W++	"I expect female officers will probably perform much better than male officers with similar training and experience.
W+	"I expect female officers will probably perform somewhat better than male officers with similar training and experience.
W=M	"I expect female officers will probably perform equally as well as male officers with similar training and experience.
M+	"I expect male officers will probably perform somewhat better than female officers with similar training and experience.
M++	"I expect male officers will probably perform much better than female officers with similar training and experience."

Questionnaires were anonymously completed by all officers (1,233) on duty in WTOP Areas, and 1,730 members of the public who came into WTOP Area offices to clear a written warning for mechanical or registration violations. The method of conducting the survey is described in Annex VII-B.

Once the completed questionnaires had been collected, the results were tabulated to see if responses varied for differences in sex and age of respondent, or if male Traffic Officers had different opinions from the general public. Average responses to questions were computed by assigning the following values to each rating:

RATING	W++	W+	M=W	M+	M++
ASSIGNED VALUE	1	2	3	4	5

An average response of "3" means that the respondents thought women and men would perform equally well; a response close to "5" means that respondents thought men would perform much better than women; and a response "1" means the respondents thought women would perform much better than men.

Analysis of the 1975 survey results showed that the age of the respondents did not have an appreciable impact on their opinions. However, their sex did affect responses, female members of the public having a slightly more favorable opinion about women's abilities than did male members of the public. In addition, male Traffic Officers had a much lower opinion of women's ability to perform the duties of a Traffic Officer than did either the male or female members of the public. Only 18 percent of the male Traffic Officers said they thought women would be accepted as equals by fellow officers, while 48 percent of the public thought that women would be accepted as equals by male Traffic Officers.

The average ratings of the 19 questions by male Traffic Officers, male members of the public, and female members of the public in 1975 are tabulated in Annex VII-C. The questions are ranked according to average response, with tasks of which women were thought less capable at the bottom. The responses to, "What is your overall opinion of the ability of men vs. women as Traffic Officers?" are typical of responses to the other 18 questions. The female public thought women were nearly as capable as men (average response 3.46), the male public thought a little less of women's ability (average 3.66), while CHP male officers did not feel women could perform nearly as well as men (average response 4.35).*

One of the most interesting results of the survey was that all three groups ranked the 19 questions nearly the same way. Each group ranked the following six tasks among the top seven of which women were thought most capable:

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* All the differences in attitude reported here are significant at least at the .10 level. This means that there is at most a 10 percent chance that the differences in responses are due to random fluctuation, or conversely, a 90 percent probability that the differences are real. In the case of the differences reported on this page, the significant levels are .01, because of the large sample sizes involved.

Using good judgment in issuing citations.

Dealing effectively with traffic violators and issuing citations.

Investigating accidents and preparing written reports.

Giving first aid to victims of accidents or other emergencies.

Verbally expressing thoughts.

Testifying in court.

The three groups also agreed on the tasks which women were thought least capable of performing:

Stopping and making arrests of persons wanted for serious (felony) crimes.

Using sufficient force to subdue combative persons.

Lifting and carrying prisoners or accident victims.

The January 1976 Survey

The second survey had three main objectives: (1) to determine if opinions about the ability of female Traffic Officers had changed in the year since the first survey, (2) to see if contact with female Traffic Officers influenced opinions about their ability, and (3) to determine how uniformed CHP personnel and the public evaluated the actual performance of WTOP officers.

It was impossible to duplicate the conditions of the first survey of public opinion because the Department's Passenger Vehicle Inspection Program had been canceled in the year between the two surveys. Since the Department was interested in how the public evaluated the performance of WTOP officers in specific incidents, the attitude survey was combined with a performance evaluation survey.

The survey was conducted in all WTOP Areas between January 12 and 28, 1976. Questionnaires were given to the public by all WTOP officers and by a group of 30 experienced male officers during contacts between the public and the Traffic Officers. These questionnaires consisted of a set of questions asking the motorist to evaluate the performance of the officer, and on the reverse side, the 1975 set of questions about the relative ability of men and women to perform as Traffic Officers. The motorist was supplied with a prepaid, addressed envelope to return the completed questionnaire to the Department's Analysis Section. Approximately 935 public questionnaires were given to motorists. Within one month, 290 responses were received, a response of 31 percent.

During the same period, all uniformed personnel in the WTOP Areas were asked to complete similar questionnaires. They were instructed to complete the evaluative portion only if they had personal, professional contact with one of the WTOP officers. The method of conducting the 1976 survey is explained in Annex VII-D.

Performance Evaluations

Three groups of Traffic Officers participated in the survey of the public:

Male WTOP Officers.

Female WTOP Officers.

Experienced Male Traffic Officers.

They distributed three types of questionnaires during their public contacts. Different questionnaires were distributed for:

Motorist Service.

Enforcement Action.

Accident Investigation Contacts.

Examples of all three questionnaires are included in Annex VII-E. In all three types of contacts, the questionnaires were given only to the drivers of the vehicles involved in the contact. Each of the three types of questionnaires contained, on their reverse side, the set of 19 questions from the 1975 attitude survey.

1. Motorist services contacts were situations where the officer helped a motorist. These included transporting owners of inoperative vehicles to service stations, calling for tow services, and providing information or directions.

2. Enforcement action contacts included written or verbal warnings and most types of citations. Persons taken into physical custody were not surveyed.

3. Accident investigation contacts were those which took place at the scene of an accident. Drivers having serious personal injuries were not surveyed. Officers were instructed not to select the questionnaire recipients but to give a questionnaire to every driver with whom they had contact and who met the survey criteria until the supply of questionnaires was exhausted. Each officer had five of each type.

The first five questions on the evaluative side of the questionnaire were used primarily to focus the respondent on the officer's performance and led up to question six, which asked for the motorist's overall evaluation of the performance of the Traffic Officer during the contact.

In addition to the performance evaluations by the public, all uniformed personnel in WTOP Areas, except the WTOP officers, were asked to complete an evaluation of male and female WTOP officers based on personal, professional contact. WTOP officers received ratings on their performance of:

Motorist Services.

In-Custody Arrests.*

Other Enforcement Actions.

Accident Investigations.

The following rating scale was used for these evaluations and for the public evaluations:

RATING	Poor		Average		Excellent
ASSIGNED VALUE	1	2	3	4	5

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* Because in-custody arrests differ greatly from other enforcement actions such as issuing a citation, uniformed personnel were asked to evaluate these two activities separately.

The reader should note that, in this case, the value of the rating is the same for both men and women. This differs from the attitude surveys, in which a higher number was a good rating for men and a low number was a good rating for women.

A copy of the uniformed personnel survey questionnaire is shown in Annex VII-E.

For the analysis of the performance evaluations by CHP officers, a random sample of 100 questionnaires was drawn from the population of responses where the male and female WTOP officers received ratings in all four evaluative categories.

Performance Evaluation Results

The public gave both male and female WTOP officers higher evaluations for all types of activities than did the uniformed personnel. The difference was especially great in the evaluations of female WTOP officers. Uniformed personnel gave the female WTOP officers much lower performance evaluations than they gave male WTOP officers, while the public gave about the same evaluations to female WTOP officers as they gave the male WTOP officers. Table 1 of Annex VII-F lists the average evaluation by Departmental personnel and the public of services performed by the officers who distributed the questionnaires.

The female public gave female WTOP officers an overall higher mean rating (4.83) than any other combination of officers and evaluators. This rating was significantly different than the overall male public rating (4.31) of female WTOP officers.

In all duty categories, the differences between uniformed personnel evaluations of male and female WTOP officers were large absolutely (difference range of .595 to 1.23) and statistically significant at a very high level. Uniformed personnel gave their lowest mean rating (2.34) to female WTOP officers performing in-custody enforcement actions.

If all the three duty categories are considered, experienced male Traffic Officers received the highest rating (4.57) from the public, female WTOP officers the next highest (4.44), and male WTOP officers the lowest (4.37). The difference between experienced male Traffic Officers and male WTOP officers was statistically significant.

Comparison of 1975 and 1976 Attitudes

The 290 questionnaires received from the public and the randomly selected 100 questionnaires completed by male Traffic Officers contained the same set of questions about the relative ability of men and women to perform as Traffic Officers as the 1975 survey. An additional random sample of 100 uniformed personnel responses was drawn from those uniformed personnel who had not encountered female WTOP officers professionally. This sample was used to determine if contact with female WTOP officers influenced the uniformed personnel's opinions significantly.

Analysis of the responses to both the uniformed personnel and public attitude surveys indicates no major shift in attitudes. The mean responses of both uniformed personnel and the public to questions one through 19 shows that those tasks of which women were thought most and least capable were were the same in 1976 as in 1975. Table II of Annex VII-F lists the ranking of questions one through 19 by uniformed personnel and the public in 1975 and 1976.

Table III of Annex VII-F lists the average response of uniformed personnel and the public to questions one through 19 in 1975 and 1976. The opinion of all uniformed personnel of the overall ability of men vs. women as Traffic Officers (question 19) changed from a mean response of 4.35 (between M+ and M++) in 1975 to 4.16 (slightly above M+) in 1976. This improved opinion of women as officers was statistically significant.

Uniformed personnel who had not had professional contact with a female Traffic Officer in 1976 had a mean response of 4.02 to question 19, while uniformed personnel who did have personal, professional contact with female Traffic Officers had a mean response of 4.22, i.e., a lower opinion of women officers.* These results indicate that although the opinions of CHP officers in general toward female Traffic Officers became more favorable, officers who had personal, professional contact with female officers had a less favorable opinion of them than other CHP uniformed personnel did.

As in the 1975 survey, male and female members of the public have a higher opinion of the ability of women to perform as Traffic Officers than did CHP uniformed personnel. The average female public response to the overall ability question (question 19) was 3.71 (between W=M and M+), and the average male public response was 3.72, compared to the average uniformed personnel response of 4.16. These 1976 public responses show a slightly lower overall opinion of women's ability than during 1975. Table IV of Annex VII-F compares 1975 and 1976 responses to questions one through 19 by male and female members of the public.

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* The closer the rating is to 5.0, the lower the opinion is of women officers.

An interesting result of the 1976 survey was that members of the public who had contact with female WTOP officers had a much higher opinion of the ability of women to perform as Traffic Officers (the average response to question 19 was 3.33) than did members of the public who had contact only with male officers, both WTOP and experienced officers (average response 3.84). The responses to all 19 questions by members of the public who had contacted female WTOP officers, male WTOP officers, and experienced male officers are shown in Table V of Annex VII-F. These results suggest that members of the public were favorably impressed by the performance of female Traffic Officers when observed firsthand.

Conclusions

Both the public and Departmental uniformed personnel feel that women have a lower overall ability (question 19) than men to perform as Traffic Officers. This lower opinion of women's ability was evident in both the 1975 and 1976 surveys and most evident on duties related to physical strength.

Members of the public who contacted the female Traffic Officers had a much higher opinion of the ability of women to perform as Traffic Officers than did those who had not. Uniformed personnel's overall opinion of women as Traffic Officers was higher in January 1976, when 22 female Traffic Officers had been in the field for almost one year, than in January 1975, when no female Traffic Officers were in the field. However, officers who had personal, professional contact with female officers had a less favorable opinion of them than other CHP uniformed personnel did.

The three tasks of which women were thought least capable by all groups responding to the 1975 and 1976 surveys were:

Using sufficient force to subdue combative persons.

Lifting and carrying prisoners or accident victims.

Stopping and making arrests of persons wanted for serious (felony) crimes.

The consistency of these responses shows that the physical strength of an officer is an important factor to the public as well as CHP uniformed personnel.

Uniformed personnel in WTOP Areas have a much lower opinion of women officers than the general public has. This is particularly evidenced by the results of the performance evaluation survey, in which the public gave male and female WTOP officers about equal evaluations but uniformed personnel gave female WTOP officers much lower evaluations than they gave male WTOP officers.

Chapter VIII

PERFORMANCE IN THE FIELD

Completion of Field Training

Field training of CHP officers routinely takes from 30 to 45 working days depending on the needs of the employing Area. This period is regularly extended if an officer has not been progressing rapidly or has not had sufficient exposure to various field activities.

WTOP officers completed their field training in 30 to 75 working days. Each officer was evaluted every 10 working days by a Field Training Officer using the Critical Task Rating List described in Chapter IV. During the entire field rating period, officers were rated on a five-point scale with these meanings:

1. Unacceptable.
2. Potentially Acceptable.
3. Acceptable.
4. Well Qualified.
5. Superior.

U. Unable to Rate.

Raters were instructed:

> Compare WTOP officers with all trainees with equal experience. Do not attempt to compare one WTOP officer with another. Look at each officer *individually* as compared to *all* officers you have previously observed with a similar level of experience.
>
> Whenever a rating of "1" or "2" is given, explain the rating in the comments section. If additional space is needed, attachments may be added to the form.
>
> Do not hesitate to rate the trainee "1" or "2," if performance is not satisfactory. These two ratings require additional writing but this documentation is essential to the success of the WTOP study.
>
> Raters are encouraged but not required to comment on scores of "3," "4," or "5."

Because the raters were required to provide written comments on ratings of "1" and "2," it is quite possible that there was a tendency to rate marginal performance as "3," Acceptable.

Annex VIII-A shows average ratings during field training and the last three quarters of 1975.* During this period, 30 men and 27 women received essentially the same ratings on all tasks except:

2b. Arresting Physically Combative Persons.

2c. Using Force.

13. Investigating and Preparing Written Reports on Traffic Accidents, Arrests, etc.

Women received higher ratings than men on Task 13 and were rated much lower than men on Subtasks 2b and 2c.†

At the end of field training, out of 30 men and 27 women, three men and three women were rated below "acceptable" on the overall performance category of the Critical Task Rating List, CHP Form 118 (Annex IV-G). Two men improved their performance to "acceptable" levels during the next month. The third resigned. Two of the three women resigned immediately after field training. The third was terminated by the Department in June after failing to improve her ratings.

Performance Evaluations - March through June 1975 (Page VIII-A-2)

After completion of field training, WTOP officers began normal field assignments without Field Training Officers. Men and women were assigned to all types of beats and shifts.

The two women officers injured during Academy training successfully completed field training during this period. Their ratings are included in the statistics on field training.

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* The average rating on a task for an individual was computed as the arithmetic mean of all evaluations during training. The average rating for a group was computed as the arithmetic mean of individuals' averages.

† Throughout this chapter, unless otherwise stated, differences will be commented upon only when statistically significant at the 10 percent level using the "t-statistic." This means that the odds are 90 percent or greater that observed differences are real, not due to random fluctuation.

After field training, WTOP officers' performance was evaluated once a month by their sergeant using the Form 118 through December 1975. The average ratings of the men and women for March through June are shown in Annex VIII-A.

Men and women received essentially the same ratings during this time period. Ratings for both men and women were generally higher than during field training. As in the field training period, very few individuals were rated on the following tasks:

1. Making High Risk and Felony Vehicle Stops.

2b. Arresting Physically Combative Persons.

2c. Using Force.

12. Lifting and Carrying Prisoners or Accident Victims in Varying Terrain.

14. Administering First Aid.

Absence of ratings on these tasks indicates that officers are not required to perform them frequently. In fact, statistics from a Departmental study of arrest resisters during September 1975 indicate that the average number of physical resistances to arrest per officer-year is only .6. It is estimated that, statewide, CHP officers encounter over 2,550 instances of resistance to arrest each year. For the purpose of the Arrest Resister Study, "resistance," by definition, included physical attack. Mere threats of harm and resistance without an attack--i.e., suspect's arms had to be moved behind his back for handcuffing--were not considered resistance. The criteria for a "combative person" was not clearly defined for Category 2b of the Form 118; therefore, it is not possible to evaluate the degree of resistance WTOP officers encountered while making combative arrests.

Two women and one man resigned during this period. At the end of June there were 22 women and 28 men remaining in the project. No further attrition occurred during the remainder of the study period. Both women were performing well at the time of resignation. One left to take another police job. The other resigned because of health problems shortly after receiving punitive action (time off without pay) for misconduct off duty. The male officer's performance ratings had declined to below the "acceptable" level after field training. His performance was not at an acceptable level when he resigned.

Performance Evaluations - July through September 1975 (Page VIII-A-3)

Ratings for all 50 officers continued their general upward trend. Women received higher ratings on recognizing and testing drunk drivers but lower ratings on using firearms. One women received a rating of "1" on "Making High Risk and Felony Vehicle Stops." This rating was based on one incident, when she failed to use proper enforcement tactics by not calling for a backup officer prior to making the stop. This incident, occurred in September, which is the only felony vehicle stop made by the officer during the 11-month field rating period.

The end of this rating period coincided with the end of the probationary period for the WTOP officers.

Performance Evaluations - October through December 1975 (Page VIII-A-4)

Performance ratings in most tasks continued to rise for both men and women. Men's performance ratings increased until men were rated significantly higher than women in seven tasks:

1. Making High Risk and Felony Vehicle Stops.

2a. Making Routine Arrests.

2b. Arresting Physically Combative Persons.

4. Willingly Implementing Departmental Enforcement Policy.

8. Recognizing Unsafe or Illegal Traffic Conditions While Operating Patrol Vehicle.

9. Taking Charge at Accident Scenes or Other Emergencies.

10. Safely Operating a Patrol Vehicle in All Circumstances.

One low spot was obvious in evaluations of the women officers. For Subtask 2b, Arresting Physically Combative Persons, three of the 10 women rated received ratings below "acceptable." Two ratings were based on one incident in which two women were involved. The third was based on two incidents. The Area Commanders of the individuals who received the low ratings were contacted by the Project Coordinator, and they stated that the ratings could be raised by proper use of enforcement tactics.

The Area Commanders did not believe that any action beyond counseling was necessary. Nevertheless, these low ratings for three women officers while "Arresting Physically Combative Persons" were of concern to the Department due to the high possibility of an officer's being seriously injured or killed. Because of this, all Areas where project officers were assigned received Management Memorandum No. 76-21 (Annex VIII-B) asking that all combative arrests or lifting incidents involving project officers be reported to Headquarters. One additional report of a combative arrest was received by May 1, 1976. The report indicated that a woman officer had performed acceptably during a combative arrest situation involving a large, intoxicated male suspect. It is possible that other instances of below standard performance occurred but were not observed by or reported to field supervisors. Some supervisors may also have been reluctant to report below standard performance because of the attention they knew would be given to that type of report.

The major finding of the final rating period was that every male or female officer remaining in the project was performing acceptably. Monthly evaluations for project purposes ceased on December 31, 1975, to allow time to process the data.

Arresting Physically Combative Persons and Use of Force

Very few project officers encountered serious physical resistance to arrest during the study period. Because of the infrequency of these occurrences and low ratings for three women officers on Subtasks 2b, Arresting Physically Combative Persons, and 2c, Using Force, more experience is needed before it can be concluded that all women officers in the study have adequate physical strength to subdue and arrest most combative persons.

Because it is imperative for officers to have sufficient strength to handle situations demanding great strength and findings on this issue are not conclusive, the Department will conduct additional research on physical strength requirements. Although serious physical resistance to arrest is not frequent, the ability to physically subdue a combative person is indispensable to the safety of the officer as well as the public.

Even though the Department places considerable emphasis on officer safety, many are injured each year. As an example, 110 uniformed CHP personnel were injured in California during December 1975. Thirty-five of these injuries occurred while officers were performing some type of enforcement activity other than driving a vehicle. During the same month, CHP officers took approximately 1,500 felony and 12,300 misdeameanor suspects into physical custody. Physical arrest situations obviously have the potential for assault.

Annex VIII-C lists the types of unusual occurrences that field personnel reported to Headquarters during December 1975. Annex VIII-D summarizes the physical assaults on CHP personnel during the third quarter of 1975. These reports demonstrate that assaults occur regularly throughout the State.

Accident Investigation, Enforcement Actions, and Services

Tables IX and X contain counts of activities performed by male and female project officers during 1975. Table IX gives the total number of services performed by the men and the women. Table X gives counts of services adjusted for the fact that fewer officers were working and officers spent some of their time in nonpatrol activities, such as administrative functions and duty related to court actions. Male project officers spent 15.6 percent of their time in nonpatrol functions, while women officers spent 17.2 percent. The reason for this difference is not known.

Table IX

Total 1975 Activity for Project Officers

	Men	Women	Total
Officer-Years Worked*	28.39	22.92	51.31
Total Arrests	19,825	13,724	33,549
In-Custody DWI Arrests	1,290	1,096	2,386
Other In-Custody Arrests	146	144	290
Notice to Appear (Felony)	126	82	208
Mechanical Warnings	6,931	4,922	11,853
Verbal Warnings	11,803	7,712	19,515
Total Enforcement Actions	38,559	26,358	64,917
Motorist Services	16,670	11,173	27,843
Accidents Investigated	1,396	1,070	2,466
Total Hours Worked	54,005	43,168	97,173

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* After overtime hours (mainly spent in court) were subtracted from total hours worked, remaining hours worked were divided by 1,799 (the average number of regular time hours worked by an officer in 1975) to determine officer-years.

Table X

Total 1975 Activity per Project Traffic Officer-Year

	Men	Women*	Percent Difference*
Total Arrests	698.3	616.3	+13.3 (M)[†]
In-Custody DWI Arrests	45.4	49.2	+ 8.4 (W)
Other In-Custody Arrests	5.1	6.5	+27.5 (W)
Notices to Appear (Felony)	4.4	3.7	+18.9 (M)
Mechanical Warnings	244.1	221.0	+10.5 (M)
Verbal Warnings	415.7	346.3	+20.0 (M)
Total Enforcement Actions	1,358.2	1,183.6	+14.8 (M)
Services	587.2	501.7	+17.0 (M)
Accidents Investigated	49.2	48.0	+ 2.5 (M)

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* The women's activity was adjusted by 2.9 percent to make it comparable by work year to the men's activity. This adjustment is based on the fact that women spent more time performing nonroad patrol activity.

† (W) means that the women's activity level is the indicated percentage greater than the men's. (M) means the men's activity level is the indicated percentage greater than the women's.

The differences between men's and women's total arrests, verbal warnings, and services per officer-year are statistically significant. The lower quantities of activities performed by women in this study are not considered to be indicative of lower performance levels for two reasons. First, women were rated well on the critical task, "Willingly Implementing Departmental Enforcement Policy." This indicates that, in the eyes of Area supervisors, women officers were maintaining adequate activity levels for the beat and shift to which they were assigned. Second, analysis of activity levels by beat type shows that in some circumstances women had higher activity levels than men. Should further experience with larger numbers of women show differences in the quantity of services to be sex-related, there could be a serious reduction in the level of service the CHP is able to provide. The Department will continue to make periodic checks on the performance of project officers.

Table in Annex VIII-E compares activity levels of men and women on State highway, county road, and area beats.* Comparisons are made for five different types of activities on each of the three beat types. Women had higher activity levels than men (by as much as 64 percent) in eight of the 18 beat/activity comparisons. Men had higher levels (by as much as 114 percent) in the other 10 comparisons. Annex VIII-F lists the patrol hours and beat types for male and female officers. Annex VIII-G shows patrol hours by shift for male and female officers. These data indicate that some women officers are maintaining high levels of activity while many other women are not. Shift and beat assignments affect activity levels greatly and make it difficult to accurately compare officers who work different shifts and beats.

Lost Time, Accidents, and Injuries

Both male and female WTOP officers used less sick leave than average; however, female project officers used more sick leave than male project officers. Use of sick leave by WTOP officers was less than the average CHP uniformed employee, who in 1975 used six days. The "average" figure, however, is not directly comparable to the figures for project officers, who are younger than the average uniformed employee.

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* An officer assigned to a State highway or county road beat patrols a specific roadway. An officer assigned to an area beat patrols all roads within the beat boundaries and responds to all accidents within a specific geographical area, including those on private property.

None of the women officers used sick leave for a pregnancy or applied for maternity leave during the study period. Lost time due to pregnancy could represent a significant administrative cost if larger numbers of young women are employed as officers in the future.

The difference in men's and women's lost patrol time due to on-and-off-the-job injuries was not statistically significant, but women did use more time for sick leave and injuries than did men.

Table XI

Lost Time Due to Injuries or Illness

	Total Work Days Off		Work Days Off per Officer-Year	
	Men	Women	Men	Women
Sick Leave	45.8	88.9	1.6	3.9
Limited Duty or Time Off for				
On-the-Job Injuries	35.0	95.4	1.2	4.2
Off-the-Job Injuries	65.0	92.0	2.3	4.0

Men and women had about equal numbers of injuries and vehicle accidents while on duty. Men suffered six on-the-job injuries, the women seven. Two of the injuries were serious enough to cause lost patrol time. One injury to a male officer (a strained back suffered in a vehicle accident) caused him to go on limited duty for a month, and a female officer sustained serious injuries in a vehicle accident resulting in three months of lost time.

Table XII

Total Disabling Injuries, 1975

	All CHP Traffic Officers	WTOP Male	WTOP Female
Total Injuries per Million Work Hours	150.5	109.8	158.6
Disabling Injuries per Million Work Hours	29.18	18.30	22.54
Total Injuries	1,305	6	7
Disabling Injuries	253	1	1

The vehicle accident rate for WTOP personnel compares reasonably with expected rates for new officers. Both male and female officers had higher rates than the Departmental average, but this is normal. First year officers normally have 40 percent higher-than-average vehicle accident rates. Zone V, Los Angeles, where many WTOP officers are assigned, had a rate more than double the Departmental average.

Male WTOP officers had a higher overall accident rate, but the females had a higher percentage of collisions that the Area Commander judged were driver-preventable.

Table XIII

Vehicle Accident Rate

	WTOP Males	WTOP Females
Miles Driven	702,464	558,370
Total Accidents	8	5
Preventable Accidents	5	5
Total Accident Rate	11.39	8.95
Preventable Accident Rate	7.12	8.95
Department Total Accident Accident Rate, 1975*	5.09	--
Zone V Total Accident Rate, 1975*	10.43	--

* Per million miles driven.

Normally, only 9.75 percent of CHP accidents occur during response to accidents or other emergencies. Eight of the 13 WTOP accidents, or 62 percent, were of this nature. Of the emergency response accidents, the males had five and females three, indicating that greater emphasis should be placed on emergency response driving during Academy and field training.

Complaints and Punitive Actions

Records are routinely kept at CHP Headquarters on complaints lodged against officers by the public. Female WTOP officers received twice as many complaints as male officers. The women's complaint rate was about the same as the overall rate for CHP road patrol officers in 1975. One man and one woman each received two complaints, and one woman received three complaints. It is unusual for an officer to receive two or more complaints in one year.

Table XIV

Number and Type of WTOP Officer Complaints

Reason	Against Men	Against Women
Discourtesy	1	3
Excessive Force	0	2
Improper Enforcement Tactics	1	1
Other	2	2
TOTAL	4	8

Table XV illustrates the frequency of complaints for WTO Project and non-project officers during 1975.

Table XV

Complaints per Traffic Officer During 1975

Statewide	-	.379
WTOP Females	-	.349
WTOP Males	-	.141

Citizens' complaints in Zones where WTOP officers are assigned are generally more frequent than the statewide average. This is probably caused by the fact that WTOP Zones received more new officers than other Zones. The difference in numbers of complaints filed against male and female project officers is not statistically significant; however, the Department will continue to monitor the number of complaints to determine if the higher rate for women continues.

Records on letters of commendation from citizens are not routinely kept at CHP Headquarters. Since no system of recording commendations from citizens was established for the project, it is not possible to evaluate the frequency of citizens' positive comments about the performance of project officers. Chapter VII discusses the results of the two surveys conducted to determine public attitudes toward women officers.

During the 11-month field assignment period ending December 31, 1975, one male and one female WTOP officer were served with punitive actions (three and four-week suspensions) for personal misconduct off duty.

Summary of 1975 Field Performance

As groups, male and female WTOP officers performed acceptably throughout 1975. Annex VIII-H charts the average performance ratings of men and women in each critical task throughout the 11-month field performance period. Evaluations improved slowly but steadily throughout the year for both groups.

At the beginning of the year, evaluations of the two groups on their performance of critical tasks were about equal. At the end of the third quarter, the groups were still receiving approximately equal evaluations. In the fourth quarter, men's evaluations improved much more than women's, so that men were receiving significantly higher evaluations than women at the end of the study period. Also in the fourth quarter, three women out of 22 received lower than "acceptable" evaluations on their ability to arrest physically combative persons. These ratings were based on three incidents, and the superiors felt that use of better enforcement tactics would solve the problem. However, further research is needed on the amount of physical strength an officer actually needs to do the job.

The most unusual aspect of performance of either male or female WTOP officers was the resignation rate of the women. Out of 27 women assigned to field training, two resigned while performing at lower-than-acceptable levels, one was terminated for unacceptable performance, and two more resigned although performing well. Out of 30 men assigned to field training, only two male officers resigned, both while performing at lower-than-acceptable levels. The attrition of five women represents a first year field attrition rate of 18.5 percent, twice that of the 254 male officers (9.1 percent) who have been hired by the CHP since January 1974. The women's attrition rate is nearly three times the rate of male WTOP officers (6.6 percent). The cost implications of this higher attrition rate will be discussed in Chapter X.

There is an 88 percent chance that this difference in resignation rates between women officers and the group of 254 male officers is not due to random statistical fluctuation. Due to the unique "first ever" status of this group of women, it cannot be definitely concluded that women officers in general will have a higher resignation rate than men, but there is strong evidence to support that conclusion.

Chapter IX

RELATIONSHIPS BETWEEN SELECTION STANDARDS, ACADEMY TRAINING, AND FIELD PERFORMANCE

Introduction

In addition to examining the feasibility of employing women, this project also investigated relationships between the screening variables and officers' performance in the Academy and in the field. This was an attempt to develop information useful in establishing future selection and training standards.

If the best qualified job applicants are to be employed as STOs, and if legal obligations are to be met, selection and training standards must relate directly to performance on the job. As noted in Chapter III, data were obtained on each officer's background, physical characteristics, physical performance tests, written tests, and qualification appraisal interview (QAP). The items listed in Annex IX-A comprise the many variables that could be used for officer selection. The variables will be examined to determine if they are correlated with performance in the Academy and in the field.

Additionally, the performance of officers in the Academy will be examined to determine if the Academy performance variables (Annex IX-B) are correlated with the officers' field performance. This analysis is important, as the Department considers the Academy to be an essential part of the overall STO selection process. Cadets who are unable to meet the Academy's academic and performance standards are rejected by the Department.

Three major questions will be addressed in this chapter:

1. Can a set of screening variables be identified which will predict success or failure in the field?

2. Can performance in the Academy be used to predict performance in the field?

3. Can any of the screening variables be used to predict performance in the Academy?

Analysis of Field Performance

For purposes of analyzing the relationship of background and selection variables, it was decided that the best single measure of field performance would be the WTOP officers' average overall performance rating for the last quarter of 1975. This rating period was selected because the officers had all completed their probation period and had a maximum amount of training in the field. This rating was available, of course, only for those officers who remained in the project and were performing satisfactorily. In order to discover which variables are related to success or failure, however, it is necessary to include the "failures" in the analysis as well. Accordingly, the Project Coordinator, Captain Barnett, who was thoroughly familiar with every phase of the project and had personally interviewed all but two of the officers who had dropped out of the project, carefully reviewed their records and made an estimate of what their performance ratings would have been during the fourth quarter of field performance. In this way, the analysis is based on the full WTOP class rather than only the successful officers. This method of analysis was recommended by Dr. Daryl Bem, Professor of Psychology, Stanford University, and member of the Advisory Committee. Dr. Bem has contributed greatly to the analysis described in this chapter.

The first step in the analysis was to compute the degree of relationship between each background and selection variable of the officer and his or her final overall field performance rating. This relationship is expressed by means of a "correlation coefficient," a number which ranges from -1 through 0 up to +1; the closer to "+" or "-" 1, the more closely the two variables are related.* This is a "simple" correlation coefficient.

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* For example, the correlation between the height and weight of all WTOP officers is +.80; height and weight, not surprisingly, are highly related but not perfectly so. If a correlation is negative, it means the two variables are inversely related to one another. For example, the number of pull-ups a WTOP officer can perform is correlated -.48 with the percentage of body fat his or her body contains; thus, a negative correlation is just as useful to know as a positive correlation. If two variables are not related to one another, their correlation will be near zero; for example, a WTOP officer's sex is correlated only .08 with his or her classroom grades at the CHP Academy.

Table XVI lists the variables that were found to be significantly correlated with overall field performance for men.* Table XVII lists the significant variables for women.

Table XVI

Screening Variables That Predict Success in the Fourth Quarter of Field Performance

Men (N=41)

Variable	Correlation
Total College Hours	.43
Qualifications Appraisal Panel Score	.30
Weight	.23
New STC Preemployment Written Examination Part D - Reading Comprehension	.22
Height	.21

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* Unless stated otherwise, "significantly correlated" in this report means that the odds are 90 percent or better that the correlation is really greater than zero and is not due just to random fluctuation.

Table XVII

Screening Variables That Predict Success in the Fourth Quarter of Field Performance

Women (N=40)

Variable	Correlation
Total College Hours	.39
Uncorrected Vision	.30
New STO Preemployment Written Examination	
Part B - Good Judgment	.29
Part D - Reading Comprehension	.29
Percent of Body Fat	-.27*
New STO Preemployment Written Examination	
Total Score - (Parts A, B, C, and D)†	.25
Qualifications Appraisal Panel Score	.21
Number of Pull-ups Completed	.21
Elapsed Time in ½-Mile Shuttle Run	-.20*

* Negative correlations for these two items mean the lower the percentage of body fat a person has and the less time necessary to complete the shuttle run, the higher the field performance rating.

† Part A is related to decision-making; Part C to report writing skill.

Tables XVI and XVII clearly demonstrate that both intellectual skill and physical capabilities are necessary for successful performance as a STO. Most revealing is the relatively high correlation of college hours to successful field performance for both men and women. This supports recommendations based on the results of numerous other studies on police officer standards including the "President's Commission on Law Enforcement Task Force Report, The Police," which recommends, "The ultimate aim of all police departments should be that all personnel with general enforcement powers have baccalaureate degrees."

The need for intellectual skills is further supported by the correlation of the reading comprehension portion of the new STO written examination to successful field performance for both men and women. This finding supports those of the California State Personnel Board psychologist, who in 1974 developed the new STO preemployment written examination. After conducting an extensive audit of TO duties, he concluded that the position required a reading comprehension level equivalent to that required for the fourth year of college.

The positive correlations on intellectual abilities should not overshadow the importance of the physical abilities required of the STO position. For women, four physical factors were important: uncorrected vision, time on the ½-mile shuttle run, pull-ups, and percentage of body fat.

This percentage of body fat for both men and women was determined by hydrostatically weighing the officers during Academy training. Use of body fat measurements to determine the proper weight for an individual are much more reliable than traditional height and weight charts, which fail to allow for differences in individual body size and skeletal and muscle composition.

For men, height and weight were correlated to successful field performance, i.e., taller and heavier men had higher field performance ratings. No statistically significant differences were found for women.

The QAP score for both men and women was positively correlated to field performance. The Qualifications Appraisal Panel appears to be functioning as an effective screening device.

Correlations of the type found in this analysis are lower than would be expected in the general population because many of the variables were used to select the officers. For example, all officers were required to have the equivalent of a high school education, pass a thorough medical examination, meet established height and weight standards, pass a physical performance test, etc. Applicants who failed to meet minimum selection standards or who received relatively low scores on such items as the QAP were not employed. Had the screening variables not been used, it is expected that the correlation between these items and performance would have been much stronger.

In response to the question, "Can a set of screening variables be identified that will predict success or failure in the field?" the answer is clearly "Yes."

Academy Training As It Relates to Field Performance

Because the Academy has played an important role in the overall STO selection process, the officers' field performance was compared to the Academy training variables to determine if relationships existed. These training variables, listed in Annex IX-B, are composed of scores the officers received in four sequential blocks of Academy training. The block scores are composed of both classroom grades and scores on physical performance tests and other physical activities such as use of firearms and enforcement tactics.

The four quarterly field ratings of WTOP officers along with the estimated fourth quarter ratings for attritioned officers were compared to the Academy training variables. Because Academy grades are composed of a number of physical and academic tests, no attempt was made to estimate grades for the officers who dropped out of the Academy. The correlation of Academy training variables and the actual number of officers remaining in each block of Academy training are shown in Table XVIII for men and Table XIX for women.

Table XVIII

Correlation of Academy Training Variables
to the Fourth Quarter of Field Performance

Men

Training Variable	Correlation	Number of Officers
Academy Training Block 1	.49*	40
" " " 2	.55*	34
" " " 3	.08	31
" " " 4	-.04	30
Total Academy Training Score	.05	30
Emergency Vehicle Operation Course	-.05	31

* Statistically significant at least at the .10 level. This means there is a 90 percent or greater probability that the correlation is real.

Table XIX

Correlation of Academy Training Variables
to the Fourth Quarter of Field Performance

Women

Training Variable	Correlation	Number of Officers
Academy Training Block 1	.52*	39
" " " 2	.63*	27
" " " 3	.52*	27
" " " 4	.32*	26
Total Academy Training Score	.37*	26
Emergency Vehicle Operation Course	.66*	27

* Statistically significant at least at the .10 level. This means there is a 90 percent or greater probability that the correlation is real.

For women, all four blocks of Academy training and the score on Emergency Vehicle Operation Course (EVOC) were significantly correlated with performance in the field. It should be noted that of all the screening and training variables considered, the EVOC score was the most predictive of women's final field performance ratings. There is no clear explanation for this strong relationship; however, the Department will monitor future cadet training classes to determine if this relationship continues and if so, why.

For men, the first two blocks of Academy training were significantly correlated with performance in the field. The last two Academy blocks, total Academy score, and EVOC were not significantly related to field performance. The lack of correlation on these parts of Academy training, like the high correlation between women's EVOC score and field, need further study with larger numbers of officers before any conclusions can be drawn.

Although additional study is needed in this area, it is clear that the Academy should continue to be used as an integral part of the overall STO selection process. In response to the question, "Can performance in the Academy be used to predict performance in the field?" the answer is "Yes."

Screening Variables and Their Relation to Academy Performance

To consider the value of Academy training, this study must examine the relationship of background and screening variables to Academy performance. The background and screening variables that were examined to determine relationships in the fourth quarter of field performance (Annex IX-A) were also compared to the Academy training variables (Annex IX-B).

In addition to examining the relationship between the screening variables and Academy performance, the evaluators also used the screening variables in an attempt to determine if attrition from the Academy could be predicted.

In order to see what variables relate to dropping out of the Academy, the evaluators performed an analysis called "discriminate analysis" (Annex IX-C). This analysis essentially identifies the variables that help to point out those people who will drop out of the Academy.

The analysis was successful in identifying 10 of the 26 individuals who failed to complete the Academy. The analysis showed that cadets are more likely to complete Academy training when they have:

1. College hours (the more hours, the greater the probability of completion).
2. Prior police experience.
3. High scores on the decisiveness (Part A) and judgment (Part B) portions of the new STO preemployment written examination.
4. Fast times in the ½-mile shuttle run in the candidate selection process (the faster the time, the greater the probability of completion).

The better individuals score on these variables, the more likely they are to complete the Academy. In addition to correctly identifying 10 of the resigners, the discriminant analysis also classified six of the 57 successful cadets as resigners. Nevertheless, if the results of this analysis had been used as selection criteria for this group of officers, the Academy attrition rate would have been 23.9 percent rather than the 31.3 percent actually experienced.

After the discriminant analysis was used to help predict who would drop out of the Academy, the next step was to analyze the selection variables to see if the performance of those who remained could be predicted.

For men who remained, all portions of the STO written examination predicted how well they would do in the four Academy training blocks.

For women who remained, the total number of college hours and percent of body fat (the percentage of the total body weight that is fat) predicted success in the Academy.

Although the analysis described above may be used to predict the relative performance of one officer compared to another, it does not provide sufficient information for cutoff points to be established, i.e., minimum standards or pass points for the STO written examination.

Nevertheless, the Department and the Advisory Committee believe minimum standards, including those for physical performance, are necessary. This belief is supported by the fact that one of the strongest, statistically significant relationships discovered was between the WTOP officers' level of body fat and their performance in strength and running tests. To illustrate this point, Table XX shows the relationship between the level of body fat and the officers' overall ranking in push-ups and pull-ups and timed runs over 220 yards, 1 mile, 2½ miles, and an obstacle course during the latter part of the 16-week Academy training period. Strength and running are directly related to a person's ability to perform several of the STO critical job tasks.

Table XX

Relationship Between the Level of Body Fat and Ranking on the Push-up/Pull-up and Running Tests

% of Body Fat	Most Likely Percentile Score on Push-Up & Pull-Up Tests	Most Likely Percentile Score on Running Tests
8	64	85
13	57	69
18	50	50
23	43	31
28	36	15

As the data previously discussed have shown, the answer to, "Can any of the screening variables be used to predict performance in the Academy?" is, "Yes."

Practical Application of the Analysis

Following analysis of the information discussed in this chapter, the logical question is, "How can it be used in the future?"

First, the data support the concept that minimum standards can, and in fact should, be established for the STO position. Both the Department and the Advisory Committee believe that the standards used to select the WTOP officers are the absolute minimum that should be used, and quite probably these standards should be raised in the future. This belief appears to be particularly true of the minimum education requirement, which at present requires only that officers have the equivalent of a high school education. There is strong evidence that future minimum educational requirements should be raised to include some college. On the next STO examination, the Qualifications Appraisal Panel should give candidates with college units more favorable consideration than candidates who meet only the present minimum educational requirements.

Secondly, the data are most useful for constructing a prediction (regression) equation that simply weights the variables so that their combination best predicts how a candidate will perform in the field.

The following are the equations for the men and the women in the study. For men, the equation's predicted performance has a correlation with the actual attained final field rating period of .82. For women, the equation's predicted performance has a correlation with the actual attained final field rating period of .76.

The variables shown in the prediction Tables XXI and XXII are listed in the order in which they appear in the equation and are, in general terms, listed in the order of their importance.

Table XXI

Variables in the Prediction Equation for Men

Number of College Hours

Exam A - Decision Making

Vertical Reach

Height

Percentage of Body Fat

Shuttle Run

Grip Strength

Age (at time of entering the Academy)

Exam D - Reading Comprehension

Exam C - Report Writing Skill

Table XXII

Variables in the Prediction Equation for Women

Number of College Hours

Percentage of Body Fat

Exam D - Reading Comprehension

Exam B - Good Judgment

Exam C - Report Writing Skill

Military Service (by month)

Weight

Civil Police Experience

Age (age and time of entering the Academy)

Marital Status

Drs. Daryl and Sandra Bem, Dr. Jack Wilmore, and other members of the Advisory Committee recommend that these equations be cross-validated for the next group of officers employed by the Department. The equations can then be re-evaluated and adjusted so they can actually be used to select subsequent groups of officers.

The equations can be periodically revised by the Department as new data are collected. To accomplish this, the Department will need to establish a system for collecting and analyzing the selection and training variables in relation to the actual field performance of the officers.

The data used to develop these equations are available from the Department upon request.

Chapter X

THE COST OF EMPLOYING WOMEN AND MEN AS STATE TRAFFIC OFFICERS

Legal and Budgetary Considerations

The cost of employing men vs. women as Traffic Officers is of considerable importance to the California Highway Patrol. Although legislative action and court decisions may impose requirements that both men and women be employed as TOs, the Department must consider the budgetary implications of any changes in employment standards that may affect the cost of delivering services to the public. Costs can increase exorbitantly when attrition rates, injury rates, and disability retirement rates are increased, or when limits are placed on the range or types of duties individual officers can perform, or when the overall quality of services an individual officer can perform is reduced.

Although the primary consideration for determining the feasibility of employing women as STOs has been their acceptable performance of the 16 critical tasks, additional consideration must be given to the cost of employing women as STOs.

Selection and Training Costs

Since any future female TOs probably will be hired and trained in the same manner as male officers, the costs of selecting and training women have been examined.

Because the examination procedures for Traffic Officer are applied to large groups of candidates, it is believed that the addition of women to the candidate group will have little effect on the overall cost of the recruitment and selection process.

The Academy training costs for men and women have been the same with the notable exception of expenses incurred because of the greater number of injuries sustained by women during Academy training. Individualizing physical training to reduce injuries will probably require an increase in the number of instructors at the Academy. This will add to the overall cost of training a cadet, but the increase is not expected to be substantial.

The Costs of Injuries Sustained at the Academy

As has been discussed in previous chapters, female WTOP officers sustained 18 injuries during Academy training and seven injuries during their field assignment.*

Since the number of injuries suffered in the field by WTOP officers was typical of other new officers, no excess costs were incurred. However, the number of injuries sustained in the Academy was unusually high for both male and female WTOP officers. The four preceding Academy classes had about two and one-half injuries per 40 officers. Male WTOP officers had nearly three times this injury rate, and female officers more than seven times this many injuries. The fact that the women as a group were physically weaker than the males is thought to account for their higher injury rate. The lower injury rate for previous cadet classes is partially due to less stringent reporting of injuries than with the WTOP Cadet Training Class.

Table XXIII

Cost of WTOP Officers' Injuries
While at the Academy

	Men	Women
Number Injured	7	18
Medical Expenses	$ 376.00	$ 4,212.00
State Compensation	--	4,599.00
Salary and Overhead Paid to Officers on Limited Duty	--	7,220.00
TOTAL	$ 376.00	$16,031.00
Cost per Injury	$ 53.71	$ 890.61

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* One injury to a woman was reported after Academy training was completed. The Interim Report, therefore, reported only 17 injuries.

Of the expenses resulting from female officers' injuries, $15,824 resulted from only three injuries. All costs for male and female Cadets were incurred as a result of injuries sustained during Academy physical conditioning.

It is believed that improved preemployment selection procedures and more individualized physical training at the Academy will substantially reduce injuries for both men and women during Cadet training in the future. This assumption is supported by the fact that the injury rate for WTOP officers once in the field was similar to that of other new officers. Therefore, the cost of Academy injuries has not been added to projected future costs of employing women as Traffic Officers.

The Costs of Resignation in the Field

Since injury rates for WTOP officers in the field were similar to those for other new officers and it is assumed that selection and training costs will be similar for men and women in the future. Differences in cost will occur only if women resign or are terminated at a higher rate than men. This cost difference would occur because it would be necessary to hire and train a larger number of women to keep a given number of women officers in the field.

The female WTOP officers' attrition rate (34.2 percent) from the Academy was higher than the male WTOP officers' attrition rate (28.5 percent) but similar to that of recent cadet classes (29.6 percent). Therefore, no cost differential due to attrition should be expected during Academy training if this group is typical of future female cadets. However, the women's attrition rate during their 1975 field assignment (18.5 percent) was almost three times the rate of male WTOP officers (6.6 percent).

The first year of field experience is considered to be an extension of the training process started in the Academy. Therefore, if these higher attrition rates were typical for future women Traffic Officers, the overall hiring and training costs per female officer would be higher than the overall hiring and training costs per male officer.

The costs of hiring and training one officer are indicated on Table XXIV. Included are salary, benefits, costs of selection process, and expenses in the Academy and field training. The total comes to $10,466.

Table XXIV

Cost To Hire and Train One State Traffic Officer

Cost During Selection Process			
Background Investigation		$ 447	
Preemployment Physical Examination		77	
Total			$ 524
Cadet Training Costs - 16 Weeks of Training *			
Personal Services			
Salary (@ $1,162/mo)	$ 4,290		
Public Employees Retirement System Contribution (by CHP)	1,295		
Health and Welfare (by CHP)	153		
Workman Compensation (by CHP)	190		
Total Personal Services Per Cadet			$ 5,928
Academy Costs			
Room and Board		351	
Emergency Vehicle Operation Course		53	
Instruction and Recreation		63	
Firing Range		128	
Basic Police Protection Equipment		207	
Total Academy Cost Per Cadet			$ 802
Field Training Costs - Two Months of Training			
Personal Services			
Salary †		$ 2,324	
Public Employees Retirement System System		702	
Health and Welfare		82	
Workman Compensation		104	
Total Field Training Costs Per Officer			$ 3,212
TOTAL			$10,466

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* It is expected that future Cadet Training Classes will be extended to 20 weeks, and most of the costs associated with Academy training will increase proportionately.

† Does not include salary benefits of the Field Training Officer who accompnaies the new officer for 30 or more working days.

If men and women are assumed to have equal attrition rates in the Academy (29.9 percent based on recent cadet class resignation rates) and different attrition rates during the first year of field assignment (18.5 percent for women and 6.6 percent for men), it will be necessary to hire and train 153 men and 175 women to have 100 men and 100 women in the field after 11 months of field assignment (Table XXV).

Table XXV

Estimated Number of Recruits Necessary
to Retain 100 of Both Sexes after Attrition
(Based on Actual Attrition of CTC-IV-74)

	Men	Women
Number Desired in Field	100	100
Number Who Left Field	7	23
Number Who Left Academy	46	52
TOTAL NEEDED	153	175

The total training cost per male or female officer remaining in the field after 11 months equals the total expenditures for hiring and training all the male or female officers who began training, divided by 100 (Table XXVI).

Table XXVI

Estimated Costs of Hiring and Training Traffic Officers

	Cost per Person	Men		Women	
		No.	Cost	No.	Cost
Selection, Academy Nongraduates	$ 524	46[*]	$ 24,104	52[*]	$ 27,248
Academy Training, Nongraduates (three weeks) [‡]	1,189	46[*]	54,694	52[*]	61,828
Selection and Training Graduates Who Did Not Complete Fieldwork [§]	10,466	7[†]	73,262	23[†]	240,718
Selection and Training Graduates Who Will Complete Fieldwork (11 months)	10,466	100	1,046,600	100	1,046,600
TOTAL			$1,198,660		$1,376,394
AVERAGE (100 Officers)			$ 11,987		$ 13,764

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[*] Academy Attrition Rate

[†] Field Attrition Rate

[‡] Includes no cost for Emergency Vehicle Operations Course, firing range, or police protection equipment.

[§] The cost is the same as the cost for individuals who did complete 11 months field assignment, since individuals who graduate from the Academy generally complete field training also.

Based on these calculations, the hiring and training cost per woman officer who completes 11 months of training is $13,764. This is $1,777 (14.8 percent) higher than the cost per male officer. The cost of injuries per WTOP officer during Academy training amounted to $14 per male and $684 per female. These costs are substantial for women and will have to be added to the above hiring and training costs if improved selection and training methods cannot reduce injuries during Academy training.

Yearly Costs of Employing Women

If higher resignation rates for women are valid, the CHP will incur additional hiring and training costs depending upon the number of women hired. Since 745 women participated in the selection process for TO, CHP, a large number may apply for Traffic Officer positions in the future. Table XXVII gives the estimated excess training costs for various proportions of women among approximately 300 officers who might be hired and trained in a typical year.

Table XXVII

Estimated Excess Costs per Percent of Women

% of Total Officers*	Number of Women	Costs †
10	30	$ 53,310
25	75	133,275
50	150	266,550
60	180	319,860

* The total is 300 new officers per year.

† Estimated excess costs are computed by multiplying the increased cost of employing a woman officer ($1,777) by the number of women employed, i.e., 30 women x $1,777= $53,310.

These estimated costs are based on only one year's experience with 27 women and do not account for differences that may occur as a result of employing larger numbers of women on an ongoing basis. As reported in Chapter VIII, none of the women employed for the WTO Project took sick leave due to pregnancy or requested time off for maternity leave. If large numbers of young women were employed as officers, it is expected that the above costs would increase in direct proportion to the amount of time lost due to pregnancies. These costs could be substantial, particularly if many of the women officers utilized a one-year maternity leave of absence. This lost time on service levels could have very serious consequences in a small Area, a substation, or a resident post.

Chapter XI

PROJECT CONCLUSIONS

Objectives

To satisfy the purpose of the Women Traffic Officer Project, the following three objectives were defined in the Project Planning Guide:

1. Determine the feasibility of employing women as sworn members of the California Highway Patrol.
2. Develop appropriate training procedures for the Department's Academy.
3. Develop future appropriate hiring standards for men and women.

Feasibility of Employing Women as State Traffic Officers

The plan of analysis restated the first objective in the form of three questions:

1. Can women perform acceptably as State Traffic Officers?

   The answer is "Yes." As of December 31, 1975, 22 women were performing all the 16 critical tasks satisfactorily, i.e., with a rating of satisfactory or above.

2. Can selection and training procedures be designed so women hired as State Traffic Officers will perform acceptably?

   The answer is "Yes." Of the 41 women hired, 22 were trained, performed acceptably in the field, and are continuing to perform acceptably.

3. Can women be employed as State Traffic Officers at a cost that is reasonable?

The costs of recruiting, training, and maintaining a woman as a State Traffic Officer were found to be higher than costs for a man, but not exorbitantly so.

Therefore, it is feasible to employ women as State Traffic Officers.

Appropriate Training Procedures for Academy Cadets

Academic grades showed a strong correlation with success in the field.

During the first few weeks of their field assignment, WTOP officers had difficulty with certain critical tasks:

Critical Task 3: Monitoring and Operating the Departmental Mobile Radio While Performing Routine Enforcement Duties. Performing more than one task at a time presented problems.

Critical Task 6: Stopping Vehicles for Routine Traffic Stops. Selecting a safe place, driving defensively during the stop, and quickly exiting the patrol vehicle with all necessary equipment were initial problems.

Critical Task 10: Safely Operating a Patrol Vehicle in All Circumstances. The problem appeared to be defensive driving on routine patrol.

Initially poor performance on the above critical tasks could have been caused by unfamiliarity with the work environment, i.e., geography, traffic conditions, safety considerations, etc., particularly for officers assigned to unfamiliar areas.

Some required tasks occur infrequently. It is doubtful if these tasks can be proficiently performed through experience only. In a number of instances, the WTOP officers demonstrated that they needed more practice in performing these infrequent but extremely critical tasks, which are:

Critical Task 1: Making High-Risk and Felony Vehicle Stops.

Critical Task Subelement 2b: Arresting Physically Combative Persons.

It can be concluded that some areas of training deficiency have been identified in the Department's Academy and field training program and can be corrected.

Academy grades showed a strong correlation with success in the fourth quarter of field performance, particularly for women officers. All four blocks of Academy training and the scores on EVOC correlated positively with women's fourth quarter field performance. The first two blocks of Academy training were positively correlated with men's fourth quarter field performance. From this, it is clear that the Academy should be used as an integral part of the overall STO selection process.

Future Appropriate Hiring Standards for Men and Women

Relationships between officer performance and hiring standards were examined as set forth in the plan of analysis:

1. Do physical characteristics of the officers correlate with their performance in the Academy and the field?

   The answer is "Yes"; men and women who had lower percentages of body fat performed better in pull-up/push-up and running tests. Percentage of body fat did predict overall Academy performance for women who completed 16 weeks of Academy training. For men, physical characteristics, i.e., height and weight, did not predict overall performance in the Academy.

   The physical characteristics that predicted performance in the field for men were height and weight. Percentage of body fat and uncorrected vision predicted the performance of women in the field.

   The fact that more physical characteristics did not predict officer performance is probably due to the use of minimum standards, i.e., minimum and maximum limits on height and weight. Had very short or very fat people been included in the study, these characteristics may have been shown to be very reliable for predicting officer performance in the Academy and in the field.

2. Do other background and selection data of the officers correlate with performance in the Academy and in the field?

   The answer is "Yes."

   The analysis showed that cadets were more likely to complete Academy training when they had:

   a. College hours (the more the hours, the greater the likelihood).

   b. Prior police experience.

c. High scores on the decisiveness and judgment portions of the new STO preemployment written examination.

d. Fast times in the ½-mile shuttle run in the candidate selection process (the faster the time, the greater the likelihood).

Academy Training

For men who completed cadet training, the new STO preemployment written test predicted how well they would do in all four Academy training blocks.

For women who completed cadet training, the total number of college hours and percent of body fat predicted success in the Academy.

Predicting Performance in the Field

The background and selection data that predicted success in the field for men were total college hours, QAP score, and score on the reading comprehension portion of the new STO examination.

For women, total college hours, total score on the new STO written examination, QAP score, number of pull-ups completed, and elapsed time in the ½-mile shuttle run predicted success in the field.

From the analysis of the background and screening variables, an equation has been developed that predicts performance in the field. The equation has a strong positive correlation with the performance actually attained in the field.

The variables in the equation are shown on page 82, and clearly demonstrate that both intellectual and physical skills play an important role in the successful performance of a State Traffic Officer. Total number of college hours was the variable that best predicted field performance for men and women. There is strong evidence that minimum education levels for STO should be raised to require some college credits.

The study has shown that minimum physical and intellectual standards should be established for STO. With some standards, such as college education, performance improves as the minimum level of the standard is raised.

The Issue of Physical Strength

Doubts about the ability of women to perform as STOs have centered primarily around the issue of physical strength. In response to two surveys, many members of the Department and the public expressed doubts about the ability of women to handle situations demanding great physical strength. The data collected during the project have not been sufficient to resolve this issue.

Chapter XII

PROJECT RECOMMENDATIONS

Many of the project findings are significant, particularly in light of the Department's present methods of selection, training, and evaluation. Recommendations based on information gathered during the project are made in the following categories.

Recruitment

Future examination announcements and recruitment advertisements should place greater emphasis on minimum qualifications, physical agility test requirements, Academy training requirements, and the duties of a State Traffic Officer.

Recruitment should be directed toward groups of potential candidates that are most likely to meet the job qualifications, i.e., college Criminal Justice classes, college Physical Education classes, etc.

Selection

The Department should conduct further research on minimum physical qualifications for STO.

A more difficult and job-related preemployment physical agility test is needed to reduce training costs due to injuries.

When the equation for weighting the various phases of the selection process is cross-validated, it should be used to rank candidates on the employment eligible list according to their potential to succeed as TOs. To validate the prediction equation, the Department should establish a system for collecting and analyzing selection and training variables in relation to each new officer's performance in the field.

The Department should use the new STO preemployment written examination as a part of the STO selection process, as it predicts performance in the Academy and in the field.

The Department should continue to use the Qualifications Appraisal Panel as a part of the selection process as it appears to be a good selection device.

The Department should consider raising the minimum education requirements for STO to include an appropriate number of college units.

Academy Training

Whenever possible, more individualized training should be provided to cadets. A maximum effort should be made to develop cadets to their fullest potential. This effort should include more individual counseling for both the academic and physical portions of training.

Academic standards should remain high and possibly be made even higher, for good academic performance is related to good field performance.

More time should be spent training cadets in the practical application in the use of the radio and enforcement procedures such as making felony stops and in subduing and handcuffing combative persons.

Field Training and Evaluation

The Department should continue to use a method similar to the Critical Task Rating List (CHP Form 118) to evaluate the performance of new officers. Officers, particularly new ones, should be required to practice making felony stops and other infrequent but critical tasks often enough to maintain a high level of proficiency.

The Department should conduct further research on the amount of physical strength necessary to handle situations demanding great physical strength. The research should consider the progress to be expected during the Academy training. program.

A system should be established by the Department for requiring officers to remain in good physical condition once they complete Academy training.

Chapter XIII

ADVISORY COMMITTEE COMMENTS

The Advisory Committee was established to advise and assist the Department with the Women Traffic Officer Project and provide evaluation from a nondepartmental point of view.

The Committee was a diverse group representing a variety of interests and viewpoints. Some of its members entered this project convinced that women could not perform the duties of a State Traffic Officer, others were frankly skeptical, a few had open minds on the subject, and a handful were feminists convinced that women should have an equal opportunity to perform any job for which they have the interest and ability.

Working relationships among members and with the Department were marked by openness and mutual respect. There have been points of disagreement, some of which have not been resolved. On the other hand, there are numerous areas of consensus, such as the recommendations in this chapter.

One of the controversial and final actions of this Committee was to conduct an opinion survey of the remaining members of the WTOP class and the class immediately following. The Advisory Committee was almost equally divided over the potential value and appropriateness of conducting a survey and including its findings in this report. The purpose of the survey was to provide the Advisory Committee with an insight into the personal feelings and experiences of the WTOP officers, as well as to give the officers an opportunity anonymously to express themselves. A summary of the survey results is included as Annex XIII-A.

The purposes of this chapter are: (1) to discuss the important and complicated issues arising from the WTOP study, and (2) to make recommendations to the Department. This chapter also provides an opportunity for Committee members to express themselves regarding the employment of women Traffic Officers by the California Highway Patrol.

The Main Issues of the Project

Advisory Committee members were aware that patrol officers' duties were difficult and demanding; however, their appreciation of that fact increased as the study progressed. Officers work in a complex, hazardous, and ever-changing environment. Motivation, intellectual ability, and physical skills are required for an officer to properly perform the varied duties of the position. Initially, the question of physical strength and society's assumption that physical strength was exclusively a male quality appeared to be of primary importance. However, issues that have emerged from the study go beyond the matter of sex to the need for job-related minimum qualifications for Traffic Officers--male or female--and the improvement of the selection, training, and evaluation process.

Seven issues are of particular interest or concern to the Advisory Committee:

1. The feasibility of employing women as Traffic Officers.

2. The relationship of physical characteristics of size and strength to job performance.

3. The importance of maintaining physical fitness standards.

4. Alternate approaches to enforcement psychology.

5. The minimum requirements for State Traffic Officers.

6. The effect of cultural attitudes about women.

7. Cost as a factor in determining the feasibility of employing women as Traffic Officers.

These issues are discussed in the sections that follow.

Feasibility of Employing Women as Traffic Officers

To implement the study, a list of "critical tasks" was developed to evaluate the WTOP officers' performance. This measure of performance, one of the most significant results of the study, will be an important factor in future performance and training standards.

Measured against these critical tasks, women Traffic Officers performed at a level of "acceptable" or better. The conclusions of the Advisory Committee, and of the CHP, is that it is feasible to employ women as Traffic Officers.*

Part of the determination of feasibility is based upon the development of appropriate job-related standards, and their equal application to both men and women.

Relationship of Size and Strength to Job Performance

The major concern over employing women as Traffic Officers centered on the issue of physical strength. Thirteen of the 16 critical tasks were not strongly related to strength or size, and were performed by female WTOP officers at an acceptable level. However, three of the 16 critical tasks--high-risk stops, lifting and carrying accident victims, and arresting physically combative persons--require a level of physical strength that as yet cannot be determined from the data available.

These three tasks are the center of the controversy. Some members of the Committee believe that women do not have sufficient strength to deal with them. Other Committee members point to the infrequency of these situations and the use of other methods of handling them. As yet, the data are insufficient to affirm or deny the ability of women Traffic Officers to lift and carry accident victims, arrest physically combative persons, or make a high-risk stop.

One-hundred percent of the women officers who responded to the Advisory Committee survey rated physical strength less important than other abilities such as common sense, alertness, and fast thinking. On the other hand, 79 percent of the male WTOP officers and 91 percent of the non-WTOP officers who responded to the survey thought physical strength was very important.

Importance of Maintaining Physical Fitness

To successfully complete Academy training, all cadets are required to attain established levels of performance in physical activities. The physical training programs develop a high degree of fitness. After some time in the field, however, most officers do not maintain the level of physical fitness attained at the Academy.

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* At least one member of the Advisory Committee does not agree that it is feasible to employ women as STOs.

The great majority of WTOP and non-WTOP officers who responded to the Advisory Committee survey affirmed the need for a formal program of physical fitness for Traffic Officers. The Committee believes this issue must be addressed by the Department. Although the Department has been aware of this problem, the WTO Project has served to focus attention on the importance of maintaining physical fitness in the field. An ongoing program of physical fitness should also reduce the incidence of on-the-job injuries and disability retirements.

Alternate Approaches to Enforcement Psychology

Data gathered over a 14-month period, from January 1975 to March 1976, indicate that women Traffic Officers encountered fewer combative situations while making in-custody arrests than did their male counterparts. However, more data are needed to determine to what extent individual law enforcement styles affect potentially volatile in-custody arrests.

A few women Traffic Officers, in response to the Committee's survey, indicated in their written comments that they believe there is more than one way of being a good CHP Officer. They suggest that a traditionally "masculine" approach to a suspect may sometimes create hostility, whereas a new emphasis on communication and cooperation would defuse potential aggression.

To offset traditional reliance on physical strength and traditionally "masculine" enforcement styles, some Committee members believe that "enforcement psychology" training should be expanded to develop alternate methods of dealing with potentially violent situations. At the same time, it is conceded that, in certain instances, there is no substitute for a minimum level of strength.

Minimum Requirements for State Traffic Officers

The Advisory Committee members unanimously agree that minimum requirements for all applicants must be thoroughly reviewed and reevaluated, particularly with regard to physical standards, including height and weight. The criteria used for the WTOP class were absolute minimums, and in the judgment of Committee members did not produce the highest quality of candidates.

None of the surveyed officers felt the physical screening tests should be less demanding; many of them, including 55 percent of the women, felt the tests should be more demanding. New minimum qualifications, when developed, should be valid, job-related, and of the highest level possible.

Another factor to be considered in the screening process has been developed from the statistical analysis of the performance data. A formula can be derived from this analysis and utilized during screening to predict performance by candidates. For this cadet class, two formulas were developed, one for men and one for women. These formulas should be cross-validated and tracked throughout other classes as part of an ongoing study to determine and evaluate total performance. The fact that different sets of criteria will be used is not considered a problem. Initial screening of potential candidates would use the same minimum criteria (including minimum standards of size and strength) for everyone. This screening would be done before using the formula for predicting performance.

Effect of Cultural Attitudes About Women

A major obstacle for women during this feasibility study has been the pervasive cultural belief that women are unable to perform certain jobs traditionally characterized as "men's jobs." To a great extent, the Committee has been involved in separating sex bias from job-related qualifications for the duties of a TO.

Negative attitudes about women entering the CHP have manifested themselves in several ways. For example, some male TOs believe that the CHP should not hire female officers in the future; other male TOs tend to be overly protective of their female partners and in some instances tend to "dominate" when highway stops are made. Male Traffic Officers have also expressed concern that women may not be strong enough to back them up in a volatile situation.

Other attitudes that have surfaced during this study include the opinion of more than half the male WTOP officers that the women cadets were treated differently and "had it easier" than male cadets in the Academy. Women WTOP officers responded, in the same attitude survey, that if anything, life was made harder for them in the Academy. However, 73 percent of the women Traffic Officers who responded felt that men and women WTOP cadets had mostly good relationships at the Academy. A few women indicated in their written comments that a great deal of prejudice against them exists in the Patrol.

Although some women TOs expressed the opinion that supervising officers are overly concerned with their being female, the majority felt that their relationships with supervising officers are generally good and that they have been fairly evaluated during field assignments.

Based on responses to the Advisory Committee survey, it appears that despite cultural and personal biases about women's roles, most CHP officers and supervisors have attempted to be objective in their working relationships with women Traffic Officers.

The public opinion survey conducted by the Department discussed in Chapter VII of this final report should be examined by those persons interested in attitudes toward women TOs. It is interesting to note that while the public also expressed concern over the issue of physical strength, the public rated women TOs higher than did their male colleagues.

Because we are dealing with people's attitudes, opinions, and beliefs, it will no doubt take years to eradicate (or at least minimize) sterotypes and prejudices concerning the abilities and job performance of women Traffic Officers. Hopefully, the most significant results of the Women Traffic Officer Project will be that, in the future, the public and the Department will be concerned with hiring the best person to do the job, regardless of sex.

Cost as a Feasibility Factor

The cost of employing women as Traffic Officers is another issue that warrants further study. Although cost may not be a legal concern in determining the feasibility of employing women, it is a factor to be considered nevertheless. The statistical data reflect that employing women involves a greater cost for two reasons:

1. The higher injury rate of women cadets during Academy training.

2. The higher attrition rate of women officers during the study period.

The CHP--and probably all other law enforcement agencies employing women--will consider costs. The questions are: Will these costs continue? Is there any correlation between higher standards and costs? The Committee believes that job-related standards and training will ultimately reduce injury and attrition rates for men as well as women. And reducing those rates will reduce costs.

Recommendations of the Advisory Committee

The Advisory Committee actively participated throughout every stage of the Women Traffic Officer Project. As a result, members reached significant conclusions. In fulfilling one of its primary obligations, the Advisory Committee recommends that:

1. The CHP maintain an ongoing follow-up study to evaluate the performance of all WTOP officers and other classes with women officers during the next several years. Directly related to this study should be a continuing evaluation, review, and refinement of the 16 critical tasks.

2. The CHP develop an aggressive program to recruit competent and qualified women candidates. Specific recruitment effort should be directed toward the military; college students in Criminal Justice, Police Science, and physical Education classes; and similar groups.

3. The Department develop job-related minimum standards, formulated to predict success in the field. Further effort should be directed toward development of a formula, derived from statistical evaluation data, for predicting job performance. Additionally, individualized training programs should be developed to strengthen candidates in physical and/or academic performance. Such training would be given only to candidates who met minimum qualifications during the screening process.

4. The Department develop a total physical fitness program; and, in conjunction with the State Personnel Board, contract with an expert in this field to design a program to develop and implement the following:

    a. Valid job-related physical agility tests to be administered to candidates during the initial screening.

b. Physical training programs and activities to develop and test levels of fitness during Academy training.

c. An examination, administered on a yearly basis, to test or measure physical fitness of all officers. Successful completion of the examination would be a condition required for continued employment.

5. The Department develop minimum qualifications at a higher level than those used for the WTOP class and other recent classes.

Minimum requirements should be upgraded as consistent with legal and other constraints applicable to developing employment qualifications. All candidates for the position of STO would be required to meet these qualifications during the initial screening process.

Acknowledgements

The Advisory Committee commends the California Highway Patrol for the manner in which this project has been conducted. The Department's depth of commitment and professional conduct has resulted in a significant and meaningful study. New technology, techniques, and methods of accomplishing objectives in law enforcement are needed, and the CHP has the ability and the opportunity to be a trendsetter in this field. The openness and objectivity displayed by the Department throughout the Women Traffic Officer Project clearly supports this belief.

Special thanks are again extended to Supervising Inspector Gerald W. Clemons and Captain Joe Barnett. They have added immeasurably to the rich and rewarding experience of serving on this Committee.

The past two years on this project have been a positive experience for the Advisory Committee, and the members wish to advise the Department of their willingness to voluntarily assist further if such participation would be beneficial and desirable.

ANNEX I-A

STIPULATION STAYING PROCEEDINGS

in the case of

SCHULTHEIS vs. DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

and

CALIFORNIA STATE PERSONNEL BOARD

ANNEX I-A

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IN THE UNITED STATES DISTRICT COURT

FOR THE EASTERN DISTRICT OF CALIFORNIA

JENNIE SCHULTHEIS, individually and on behalf of others similarly situated,

Plaintiff,

KATIE P. RODRIGUEZ,

Plaintiff-Intervenor,

vs.

NITA ASHCRAFT, et al.,

Defendants.

Civil Action No. S-2758

STIPULATION STAYING PROCEEDINGS, FOR RENDITION OF JUDGMENT

and

ORDER THEREON

IT IS HEREBY STIPULATED by and between JENNIE L. SCHULTHEIS, plaintiff, and all named Stated defendants, including the CALIFORNIA STATE PERSONNEL BOARD (hereinafter "Board") and D. LANZA, Commissioner of the CALIFORNIA HIGHWAY PATROL (hereinafter "Highway Patrol"), by and through their respective counsel whose signatures are affixed below, that:

1. The parties intend by this Stipulation (a) to ascertain, as soon as possible, the feasibility of employing women as State Traffic Officers of the California Highway Patrol, and (b) to set appropriate hiring standards and performance measures in reference to such employment. By Vehicle Code section 2266, the Highway Patrol, assisted by the Board, is required to conduct a two-year pilot study (hereinafter "pilot

study") to determine each of these issues. Such study involves the hiring of 40 women to perform traffic law enforcement work. Those women so employed and who successfully complete the standard cadet training at the California Highway Patrol Academy, will be assigned to full patrol duty at various geographical locations throughout the State. Incumbents in the special pilot study class ("Traffic Officer," California Highway Patrol) have all the powers and rights of "State Traffic Officers" (the current class confined to men) during the course of the pilot study.

In conducting the pilot study, the Highway Patrol will also receive the advice and consultation of the Women Traffic Officer Advisory Committee which is presently composed of the following members (hereinafter "Advisory Committee"):

Honorable Joan Dempsey Klein
Presiding Judge
Los Angeles Superior Court
Committee Chairwoman

Gerald Clemons
Inspector
California Highway Patrol

Marian Ash
Special Consultant
Secretary of State

Drs. Daryl and Sandra Bem
Professor and Asst. Professor of Psychology
Department of Psychology
Stanford University

Tom Dolkas
Director
Claims Division
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Mary Emrick
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Maureen Geiger
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Bonnie Parks
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Supervising Inspector
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Kenneth Anderson
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California Highway Patrol
(Member, Bd. of Dir.,
Assn. of Calif. High. Pat.)
Riverside, California

Mary Stables
President
State Women Peace Officers' Assn.
San Diego, California

Henrietta Williams
Regional Governor
National Association of Negro
Bus. and Prof. Womens' Club

Jack Wilmore, Ph.D.
Professor, Physical Education
University of California
Davis, California

2. Pursuant to its authority under Vehicle Code section 2266, the Highway Patrol, by and through the Board, announced on June 20, 1974, an examination for the special "Traffic Officer" class created by said statute. Approximately 1,458 applications were received, and 740 applicants appeared for the written and physical agility examination on July 20, 1974. 522 persons participated in the required oral interviews by six three-member Qualification Appraisal Panels beginning on

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July 29, 1974. As a result of these selection processes, 127 women were ultimately placed on an employment list for the position. The study group of "Traffic Officer" admitted to the California Highway Patrol Academy was comprised of the top 40 women from said employment list who satisfactorily completed the required health examination and background investigation and accepted appointment to the Traffic Officer position. Academy training in Sacramento commenced on Monday, September 30, 1974, and on January 16, 1975, 27 women graduated from the Academy. On January 28, 1975, these 27 Academy graduates, subjects of the pilot study herein, will be assigned to regular patrol duty in 15 different command areas throughout the State of California. Those particpating in the subject pilot study are, to the knowledge of all of the parties, highly motivated and desire to become permanent, sworn members of the California Highway Patrol.

3. By subdivision (e) of Vehicle Code section 2622, the Highway Patrol, as [illegible] as the Board, are required to file an Interim Report to the Legislature not later than July 1975 and a Final Report to the Legislature not later than July 1976 concerning their respective recommendations regarding the feasibility of employing women as State Traffic Officers. Such reports shall include the views of the aforesaid Advisory Committee or any of its members.

4. Counsel for plaintiff has received the representations of the Highway Patrol, and its counsel, that the aforesaid pilot study will be conducted in a fair, unbiased, and impartial manner, including not only the administration of academy and field training (of 16-weeks' duration), but the data gathering functions ultimately to be utilized in the Interim and Final Reports of the Highway Patrol and the Board to the California Legislature. It is understood and agreed among the parties that the principal

criteria used in measuring successful job performance by the participants in the pilot study will be the ability of women to perform the duties of State Traffic Officer.

Except as provided herein, during the period of this stipulation, counsel for plaintiff agrees that said counsel will not hinder or impair the ability of the Highway Patrol, the Board, the Advisory Committee, or the members of the pilot study group to successfully complete the mandate of Vehicle Code section 2266, i.e., to complete such pilot study and to make appropriate recommendations in reports to the California Legislature.

5. During the year 1975, it may be necessary for the Highway Patrol to announce a further examination for the position of "State Traffic Officer," the class currently confined to men. It is understood by the parties that in announcing said examination, the Highway Patrol and the Board will fully consider:

(a) Any current findings of a factual nature gathered by the Highway Patrol in its pilot study concerning the ability of said women to safely and efficiently perform the duties of State Traffic Officer.

(b) Any empirical data gathered by any other federal, state, or local law enforcement agencies relative to the ability of women to safely and efficiently perform the same, or similar, duties performed by a State Traffic Officer.

(c) The recommendations of the pilot study Advisory Committee concerning said 1975 examination.

(d) The recommendations of the California Attorney General concerning said 1975 examination.

6. At the conclusion of the pilot study referred to herein, counsel for defendants shall cause to be submitted to the Court and counsel for plaintiff, true and correct copies of any

and all findings, reports and recommendations of the Highway Patrol, the Board, and the Advisory Committee to the California Legislature, or other persons or agencies, concerning the ability of women to safely and efficiently perform the duties of "State Traffic Officer." At the same time, counsel for defendants will also make available to the Court and opposing counsel any and all reports of a factual nature which relate to the conduct of the pilot study and the respective recommendations of the Board, Highway Patrol, or Advisory Committee. In the event that either the Board, Highway Patrol, or Advisory Committee fail or refuse to disclose pertinent information concerning the pilot study, such matters may be referred to the Court for disposition in letter or brief form, with an opportunity for reply by counsel for said defendants. The order of the Court concerning the disclosure of such documentary reports, papers, or the like, shall be binding upon the parties.

7. All of the findings and reports referred to in paragraph 6 above, which are voluntarily submitted (or ordered by the Court to be submitted) to the Court shall be fully considered by the Court in reaching a decision on the merits of plaintiff's claim herein.

(a) In the event that the reports submitted to the Court pursuant to paragraph 6 conclude or recommend that women meeting appropriate minimum qualifications can in fact satisfactorily perform the tasks of a State Traffic Officer, the Court shall enter judgment for plaintiff ordering that in any subsequent announcement or examination, that the position of "State Traffic Officer" be opened to persons of either sex who meet the necessary qualifications therefor.

//

(b) In the event that defendants conclude that women cannot satisfactorily perform the duties of State Traffic Officer, the Court will allow counsel for plaintiff an adequate opportunity to present to the Court any additional relevant evidence, as well as written or oral legal argument, concerning the ability of women in the subject pilot study to adequately perform such duties. The Court will thereafter make its decision and judgment, without bringing the issue to trial, based upon, and limited to, the reports of the Board, Highway Patrol, and Advisory Committee, as well as any additional evidence, or written and oral legal argument, offered by any of the parties as set forth above.

8. All law and motion matters presently pending before the Court as to plaintiff Schultheis, including all noticed motions of whatever kind and oppositions thereto (including briefs of Amicus Curiae in support of any of the parties) filed by any of the parties herein, are withdrawn. The Court shall remove all such matters from the Court's calendar.

9. Within a reasonable period of 20 days following the effective date of the order pursuant hereto, defendants shall cause to be paid to counsel for plaintiff reasonable attorneys' fees and costs as follows:

James Ford, Esq. $6,177.00

It is understood and agreed by the parties that should this matter ultimately result in a final judgment for defendants herein, counsel for plaintiff shall cause to be remitted to defendants those sums set out above, together with interest (at the rate of 7% per annum) which shall be computed as of the date of receipt of said sums by counsel for plaintiff. It is also understood and agreed that in the event a final judgment is rendered for plaintiff, that defendants will pay, in addition to those attorneys' fees and costs specified above, further reasonable attorneys' fees and costs which may result from further prosecution of this matter by plaintiff, and that in no event will defendants be liable to plaintiffs for back wages or salaries of the individual plaintiff or her alleged class.

For all State Defendants:

DATED:

EVELLE J. YOUNGER
Attorney General

By______________________________
TALMADGE R. JONES
Deputy Attorney General

For Plaintiff Schultheis:

DATED:

MILLER, FORD and BELZER
Attorneys at Law

By______________________________
STEVEN P. BELZER

ORDER

The Court has fully considered the foregoing stipulation of counsel herein. Good cause appearing,

IT IS SO ORDERED this _____ day of _______________, 1975.

____
THOMAS J. MacBRIDE
United States District Judge

EVELLE J. YOUNGER, Attorney General
of the State of California
TALMADGE R. JONES
Deputy Attorney General
555 Capitol Mall, Suite 550
Sacramento, CA 95814
Telephone: (916) 445-6668

Attorneys for Defendants

JAN 27 1975
CLERK, U. S. DISTRICT COURT
EASTERN DISTRICT OF CALIFORNIA
BY ________________
DEPUTY

IN THE UNITED STATES DISTRICT COURT

FOR THE EASTERN DISTRICT OF CALIFORNIA

JENNIE SCHULTHEIS, Individually, and on behalf of others similarly situated, Plaintiff, KATIE P. RODRIGUEZ, Plaintiff-Intervenor, v. NITA ASHCRAFT, et al., Defendants.	CIVIL NO. S-2758 ORDER FOR PRELIMINARY HEARING

On January 27, 1975 Defendants moved the Court to hear and determine before trial the grounds for dismissal of the Second Amended Complaint in Intervention, set forth at pages 16 through 18 of Defendant's Motion to Dismiss Second Amended Complaint in Intervention (filed herein on June 21, 1974). Good cause appearing therefor,

IT IS ORDERED that said Motion is granted and the matter is set for a preliminary hearing on April 8, 1975 at 10:00 a. m.

DATED: January 27, 1975.

THOMAS J. MACBRIDE

THOMAS J. MacBRIDE
United States District Judge

ANNEX I-B

SETTLEMENT

in the case of

SCHULTHEIS vs. DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

and

CALIFORNIA STATE PERSONNEL BOARD

ANNEX I-B

EVELLE J. YOUNGER, Attorney General
of the State of California
TALMADGE R. JONES
Deputy Attorney General
555 Capitol Mall, Suite 550
Sacramento, California 95814
Telephone: (916) 445-6668

Attorneys for Defendants

IN THE UNITED STATES DISTRICT COURT

FOR THE EASTERN DISTRICT OF CALIFORNIA

JENNIE SCHULTHEIS, individually and on behalf of others similarly situated, Plaintiff,	Civil Action No. S-2758
KATIE P. RODRIGUEZ, Plaintiff-Intervenor,	**JUDGMENT**
vs.	
NITA ASHCRAFT, et al., Defendants.	

On January 28, 1975, the parties, by and through their respective counsel, lodged herein a "Stipulation Staying Proceedings, For Rendition of Judgment, and Order Thereon", which was approved and executed by the Court on February 3, 1975.

Pursuant to the Court's Order, all proceedings in this matter have been abated pending the completion of a pilot study undertaken by defendant California Highway Patrol (pursuant to Vehicle Code section 2266) concerning the feasibility of employing women as State Traffic Officers. The administration of the pilot study, including the advice and consultation of the Women Traffic Officer Advising Committee, is described and set forth in the Court's February 3, 1975 Order, which is incorporated herein by reference. In August 1975, defendants lodged with the Court their Interim Report entitled "Women Traffic Officer Project", the contents of which the Court also incorporates herein by reference.

Final judgment in this matter was originally intended to follow the completion of the foregoing pilot study, and a Final Report by defendants to the Legislature, in July 1976. However, the Attorney General, counsel for defendants, has represented to the Court that defendants have already concluded that women, as a class, can safely and efficiently perform the duties of a State Traffic Officer and that said position should now be opened to persons of either sex who meet the necessary qualifications therefor. Defendants also represent that upon the entry of this judgment that defendants will recruit and examine women for the position of State Traffic Officer as part of the next regular announcement for the position. Counsel for plaintiff has accepted these representations as true, and prays that a judgment be entered accordingly.

Given these representations of the parties, through their counsel, the Court is of the view that judgment should now be entered. Wherefore,

IT IS HEREBY ADJUDGED AND DECREED:

1. That judgment be entered for plaintiff in accordance with the Court's Order of February 3, 1975, and that in the next announcement or examination for the position of State Traffic Officer, California Highway Patrol, that said examination be opened to persons of either sex who meet the necessary qualifications therefor.

2. That in accordance with the Court's Order of February 3, 1975, counsel for plaintiff is entitled to reasonable attorney's fees and costs, prior receipt of which is

acknowledged by counsel for plaintiff.

3. That except as provided herein, all other relief prayed for by plaintiff should be, and the same is, hereby denied with prejudice.

DATED: __________________________.

THOMAS J. MacBRIDE
United States District Judge

ANNEX I-C

SENATE BILL NO. 1859

ANNEX I-C

Senate Bill No. 1859

CHAPTER 417

An act to add Section 2266 to the Vehicle Code, relating to the California Highway Patrol, and declaring the urgency thereof, to take effect immediately..

[Approved by Governor July 9, 1974. Filed with Secretary of State July 9, 1974.]

LEGISLATIVE COUNSEL'S DIGEST

SB 1859, Walsh. California Highway Patrol.

Requires the Department of the California Highway Patrol to conduct a study to ascertain the feasibility of employing women as members of the California Highway Patrol.

Requires the department, with the assistance of the State Personnel Board, to hire an appropriate number of women to perform traffic law enforcement work. Permits the board to create a special employment classification for such women.

Requires the department to make every effort to obtain public or private, or both public and private, financial assistance for the study and authorizes the department to do anything else which it determines is reasonably necessary to accomplish the study.

Requires the department, not later than 2 years after the effective date of the act, to submit a final report to the Legislature, as specified. Provides for an interim report.

Makes legislative findings and declarations.

To take effect immediately, urgency statute.

The people of the State of California do enact as follows:

SECTION 1. The Legislature hereby finds and declares that an appropriate study is needed to ascertain the feasibility of employing women as members of the Department of the California Highway Patrol. The Legislature further finds and declares that the study necessarily shall consist of the hiring of an appropriate number of women to perform traffic law enforcement work, including their assignment to full patrol duty at various locations throughout the state, and shall also consider the appropriate hiring standards and performance measures to be utilized with reference to the individuals that are the subject of the study.

SEC. 2. Section 2266 is added to the Vehicle Code, to read:

2266. (a) The Department of the California Highway Patrol shall conduct a study to ascertain the feasibility of employing women as members of the California Highway Patrol. The study shall also consider the appropriate hiring standards, including physical factors, and performance measures to be utilized with reference to the individuals that are the subject of the study. The State Personnel Board shall assist the department in carrying out the provisions of this subdivision.

(b) The study shall consist of the hiring by the department of an appropriate number of women to perform traffic law enforcement work, including their assignment to full patrol duty, in such areas and under such conditions as will enable the department to ascertain the feasibility of employing women as members of the California Highway Patrol. The State Personnel Board shall assist the department in carrying out the provisions of this subdivision.

(c) Notwithstanding any other provisions of law, the State Personnel Board, to assist in accomplishing the objectives of the study, may establish a special classification of state traffic officer for the employment of women during the course of the study. During the course of the study women in the special classification shall be members of the California Highway Patrol.

(d) The department shall make every effort to obtain public or private or both public and private financial assistance for the costs of such study, including reimbursement to the State Personnel Board for its assistance in carrying out the provisions of this section. The department may do anything else it determines is reasonably necessary to accomplish the requirements of such study, including the retention of an outside consulting firm.

(e) The department shall, not later than one year after the effective date of this section, submit an interim report to the Legislature and the State Personnel Board regarding the progress of the study undertaken pursuant to subdivision (a). Not later than two years after the effective date of this section, the department shall submit a final report to the Legislature and the State Personnel Board on matters pertaining to the feasibility of employing women as members of the California Highway Patrol.

SEC. 3. This act is an urgency statute necessary for the immediate preservation of the public peace, health, and safety within the meaning of Article IV of the Constitution and shall go into immediate effect. The facts constituting such a necessity are:

In order to provide adequate time for the Department of the California Highway Patrol to initiate and complete, within a reasonable period of time, the study required by subdivision (a) of Section 2266 of the Vehicle Code and to allow for the soliciting and obtaining of public and private financial assistance prior to such study, it is necessary that this act take effect immediately.

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ANNEX I-D

CONFIDENTIAL APPLICATION QUESTIONNAIRE

Department of California Highway Patrol

CONFIDENTIAL APPLICANT QUESTIONNAIRE

INSTRUCTIONS: Read the Certificate and Penalty at the end of this questionnaire before preparing it. Answer all questions. Write or print legibly in ink in your own handwriting. DO NOT TYPE. If an item does not apply, enter 'D.N.A.' If more space is required, use Item 136 unless instructed otherwise herein. IMPORTANT - Procure and have available: high school diploma or equivalent; military discharge certificate or report of separation (DD Form 214), if applicable; valid California driver's license; other evidence of U.S. citizenship and age.

IDENTIFYING DATA

1. Legal Name (first, middle, last)
2. Current Address (street, apt., city, state, zip)
3. Home Phone
4. Business Phone
5. Mailing Address (if different than Item 2)
6. Social Security No.
7. Birth Date
8. Age
9. Height
10. Weight
11. Color Hair
12. Color Eyes
13. Alias(es), Change of Name(s) or Nicknames ☐ Yes ☐ No
14. If yes, list alias(es), changed name(s) and items herein where used (include maiden name)
15. Registered Voter ☐ Yes ☐ No
16. If yes, where?
17. U.S. citizen ☐ Yes ☐ No
18. Do you now have evidence of U.S. citizenship? ☐ Yes ☐ No

HEALTH

Have you ever had or do you now have any of the following? For 'Yes' answers, supply full details in Item 77. If the condition required hospitalization, check the corresponding box.

CONDITION	YES	NO	HOSP
19. Head Injury			
20. Back Trouble or Back Pain			
21. Any Defect of Bones or Joints Including Amputations, Dislocations, Broken Bones			
22. Lameness			
23. Rheumatism or Arthritis			
24. Trick or Locked Knee/Knee Injury			
25. Foot Trouble			
26. Eye Injury, Surgery, Disease			
27. Have you ever worn glasses/ contact lenses?			
28. Hard of Hearing or Hearing Problems			
29. Have you ever worn a hearing aid?			
30. Headaches			
31. Mental Illness or Nervous Breakdown			
32. Are you now or have you ever been addicted to drugs or alcohol?			
33. Fainting or Dizzy Spells			
34. Epilepsy or Fits			
35. Any Disorder of the Nervous System			
36. Tuberculosis or Other Lung Trouble			
37. Shortness of Breath			
38. Asthma			
39. Bronchitis			
40. Poison Oak or Poison Ivy			
41. Skin Trouble			
42. Sensitivity to Dust			
43. Other Allergies			
44. Frequent Colds			
45. Cancer or Malignancy			
46. Tumor, Growth, or Cyst			
47. Any Complications from Childhood Diseases			
48. Polio			
49. Rheumatic Fever			
50. Heart Trouble, Including Circulatory			
51. High or Low Blood Pressure			
52. Varicose Veins			
53. Pernicious Anemia, Leukemia, or Other Blood Disorder or Ailment			
54. Hepatitis, Jaundice, or Other Liver Ailment			
55. Diabetes or Sugar in Urine			
56. Ulcers or Other Stomach Trouble			
57. Colitis			
58. Gall Bladder Trouble			
59. Kidney or Bladder Trouble			
60. Piles or Hemorrhoids			
61. Rupture or Hernia			
62. Mononucleosis			
63. Pelvic Disorders			
64.			

Last Name, First Name, Middle Initial

	Yes	No
65. Have you ever had or been advised to have an operation? If 'yes', give the nature and date(s) of operation(s):	☐	☐
66. Have you had any other illness, injury, or physical condition not named above, other than childhood diseases or minor illnesses? If 'yes', explain:	☐	☐
67. Have you ever been a patient (committed or voluntary) in a mental hospital? If 'yes', give reason(s), date(s), and place(s):	☐	☐
68. Have you had any injury or illness within the last 5 years which caused you to lose time from work? (Include colds, flu, upset stomach, headaches, etc.)	☐	☐
69. Have you ever been denied employment or insurance for medical reasons;	☐	☐
A. By a law enforcement agency?	☐	☐
B. By any other prospective employer?	☐	☐
70. Have you ever been deferred from military service for medical, emotional, or health reasons?	☐	☐
71. Have you ever been discharged or released from employment or from the armed forces for medical, emotional, or health reasons?	☐	☐
72. Have you ever received or applied for pension or compensation for disability or injury?	☐	☐
73. Are you presently under the doctor's care for any condition?	☐	☐
74. Have you taken any medication within the last 12 months for any reason? If 'yes', explain:	☐	☐
75. Do you have or have you ever had any physical or emotional limitations? If 'yes', explain:	☐	☐

76. PHYSICIANS CONSULTED (For above items checked 'yes' - identify Item No.)

Item	Physician's Name	Address (no., st., city, state)

77. Write your own account and explain all items answered 'yes' above; identify item number. Include diagnosis, date of onset, and your present condition. Continue on 8½ x 11 sheets of paper, if necessary, and attach.

Last Name, First Name, Middle Initial

VEHICLE OPERATING INFORMATION ('X' appropriate column)

Yes No

78. Do you hold a valid California Motor Vehicle Driver's License? If 'yes', give class of license ____________________, number ________________________, date of expiration ________________, and restrictions ________________________________ ☐ ☐

79. Have you or have you ever had a motor vehicle driver's license from another state? If 'yes', give for each license: (1) state, (2) license number, (3) dates held, (4) your address at the time: ☐ ☐

80. Have you ever received a traffic citation any place? If 'yes', complete the following; include **all** citations recieved as a juvenile or adult whether convicted or not and whether or not still reflected on DMV records. DO NOT OMIT ANY. ☐ ☐

Date (mo-yr)	Charge	Citing Agency	Disposition or Penalty	Name of Court

81. Have you ever been placed on probation because of a traffic violation? If 'yes', explain (include date, court, offense): ☐ ☐

82. Have you ever had a license suspended, cancelled, revoked, or restricted? If 'yes', explain (include date, reason, and agency directing): ☐ ☐

83. Have you ever been a driver involved in any traffic accident, minor or major, whether your fault or not? If 'yes', give date, location and state, and state whether property damage, injury, or fatality were involved, and police agency where report is filed: ☐ ☐

Date	Location (include state)	Property Damage, Injury or Fatality	Police Agency	Brief Description And Person Cited

84. CURRENTLY OWNED VEHICLES (use item 136 if more space is needed)

Vehicle #1			Vehicle #2		
Make	Year	License No. & State	Make	Year	License No. & State

85. List policy numbers, names, and addresses of auto insurance companies insured with for the past five years: ☐ ☐

86. Have you ever had an auto insurance policy cancelled for any reason? If 'yes', give name and address of insurance company: ☐ ☐

Last Name, First Name, Middle Initial

ARREST RECORD - COURT ACTIONS ('X' appropriate column)	Yes	No
87. Have you ever been questioned, investigated, detained, or arrested by a member of a law enforcement agency, either as an adult or juvenile? If 'yes', complete the following; include ALL incidents, whether experienced as an adult or a juvenile, except those which you have had formally sealed under the provisions of California Welfare and Institutions Code Section 781 or California Penal Code Sections 851.7 or 1203.45.	☐	☐

Date	Location (City and State)	Original Charge (if any)	Final Charge (if amended or reduced)	Disposition (Guilty, not guilty, dismissed, etc.)	If Guilty, Show Amount of Fine and/or Length and Dates of Confinement

88. Have any of your immediate family ever been arrested? (Include present and previous spouses, parents, brothers and sisters in answering this question.) If 'yes', explain (include date, location, and offense):	☐	☐
89. Have you or your spouse ever been a party to any court action? (Include small claims, civil action, bankruptcy, criminal actions, or other such court action.) If 'yes', explain and give (1) court, (2) date, (3) type of action, (4) disposition:	☐	☐
90. Do you or does your spouse have any court action pending? If 'yes', explain and give (1) court, (2) date, (3) type of action pending:	☐	☐
91. Have you ever applied for a special license, credential, or clearance? (Include gun permit, teacher's credentials, real estate license, private patrolman's license, etc.; but DO NOT include such items as hunting or fishing licenses.) If 'yes', list them:	☐	☐
92. Have you ever applied for or been denied bond, or had one revoked? If 'yes', explain:	☐	☐
EXPOSURE TO ILLEGAL CONTROLLED SUBSTANCES		
93. Have you ever been present where marijuana or other controlled substances (amphetamines, barbiturates, hallucinogenics, hashish, cocaine, opiates, etc.) were being illegally used? If 'yes', indicate the date (month and year) and explain the circumstances surrounding each and every occasion:	☐	☐

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Last Name, First Name, Middle Initial

	Yes	No
94. Have you ever used marijuana? A. If 'yes', on how many occasions (maximum number of times)? ________________ B. If 'yes', during what period of time? Between (month and year of first use) _____________ and (month and year of last use) _______________.	☐	☐
95. Have you ever used other controlled substances without a doctor's prescription? (Include amphetamines, barbiturates, hallucinogenics, hashish, cocaine, opiates, etc.) If 'yes', indicate (1) the type of each controlled substance used, (2) the **maximum** number of times each was used, (3) the date (month and year) each was last used, (4) the date (month and year) each was first used, and (5) a brief summary of the circumstances surrounding each use.	☐	☐
96. Would you have any reluctance to strictly enforce any and all laws regulating the controlled substances previously mentioned?	☐	☐

97. EDUCATION

Type of School	GPA	Education Completed		Dates Attended From	Dates Attended To	[illegible]	Name and Address of School
Elementary		Years					
High School		Years					
College		No. Units					
		Sem.					
		Qtr.					
Graduate School		Sem.					
		Qtr.					
Vocational or Trade School		Years					
Other (Specify)		Years					

98. High School Graduate ☐ Yes ☐ No ☐ Equivalency Diploma/Certificate

99. College Degree Awarded

MILITARY SERVICE

100. (Enter information for each enlistment, appointment, or period of active duty)

Date(s) Entered	Date(s) Separated	Type of Separation or Discharge	Service No.	Branch of Service	Grade/Rank at Separation	Highest Grade Held

101. List all military awards and decorations received:

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Last Name, First Name, Middle Initial

'X' APPROPRIATE COLUMN	Yes	No
102. Were you separated or discharged for reason other than completion of normal expiration of term of service/reserve obligation? If 'yes', explain:	☐	☐
103. Were you ever disciplined while in military service (active or reserve status)? If 'yes', explain:	☐	☐

EMPLOYMENT INFORMATION

104. Do you object to our contacting your present employer during the course of our investigation?	☐	☐
105. Have you ever applied for a position with a city, county, state, or federal government, whether accepted or not, in or out of the State of California? (Include law enforcement agencies) If 'yes', complete the following for each position:	☐	☐

DATE (mo-yr)	POSITION	AGENCY	RESULTS (check one)		
			Accepted	Failed Written	Failed Oral/Agility/ Background/Other (Specify)

106. Have you ever received unemployment compensation? If 'yes', explain and give name of office with which registered and dates:

107. Have you ever been reprimanded, suspended, discharged, asked to resign from a job, or resigned under pressure? If 'yes', explain in detail under appropriate period of employment in item 8A.

108. WORK HISTORY. Start with your present position and work back. All periods of your work history (including part-time work) must be covered in sequence. IMPORTANT - Explain in item 136 any lapse of time between employment.

A	Dates of Employment(mo-yr) From To	Name and Title of Supervisor	Your Position - Kind of Work
Rate of Pay $ per	Name of Employer (firm, organization, etc.)	Address (no., street, city)	
Reason for Leaving (be specific)			
B	Dates of Employment(mo-yr) From To	Name and Title of Supervisor	Your Position - Kind of Work
Rate of Pay $ per	Name of Employer(firm, organization, etc.)	Address (no., street, city)	
Reason for Leaving (be specific)			
C	Dates of Employment(mo-yr) From To	Name and Title of Supervisor	Your Position - Kind of Work
Rate of Pay $ per	Name of Employer(firm, organization, etc.)	Address (no., street, city)	
Reason for Leaving (be specific)			
D	Dates of Employment(mo-yr) From To	Name and Title of Supervisor	Your Position - Kind of Work
Rate of Pay $ per	Name of Employer (firm, organization, etc.)	Address (no., street, city)	
Reason for Leaving (be specific)			

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Last Name, First Name, Middle Initial

E	Dates of Employment(mo-yr) From To	Name and Title of Supervisor	Your Position - Kind of Work
Rate of Pay $ per	Name of Employer (firm, organization, etc.)	Address (no., street, city)	
Reason for Leaving (be specific)			
F	Dates of Employment(mo-yr) From To	Name and Title of Supervisor	Your Position - Kind of Work
Rate of Pay $ per	Name of Employer (firm, organization, etc.)	Address (no., street, city)	
Reason for Leaving (be specific)			

If additional space is needed, use full size sheets and attach; continue your work history thereon. Also include your full name, date and title: "California Highway Patrol Confidential Applicant Questionnaire".

109. Housing: ☐ Buying a home ☐ Renting(If renting, include name and address of landlord in item 110)

110. FINANCIAL LIABILITY. List ALL financial liability, including contracts, home mortgage, alimony or child support, medical, open charge accounts and credit cards, involving you and/or your spouse. Prior credit or closed accounts should be listed. You must list all current debt. (Use item 136 if more space is needed.)

Name of Creditor/Complete Address	Account Number	Month/Year Incurred	Amt of Mo. Payment	Present Bal Owed

"X" Appropriate Column (if yes, explain in Item 136)	Yes	No
111. Have you or your spouse ever had an account referred to an agency for collection? (Include date, firm, name and address)	☐	☐
112. Have you ever been refused credit? (Include date, firm, name and address)	☐	☐
113. Have you or your spouse ever had your wages (salary) attached? (Include date and by whom)	☐	☐
114. Have you or your spouse ever filed for bankruptcy? (Include date, name of court, and amount)	☐	☐
115. Have you or your spouse ever had property repossessed or voluntarily returned merchandise or property, for which you could not meet a financial obligation? (Include date, firm, and description of property)	☐	☐
116. If employed by the California Highway Patrol, do you anticipate any income other than your Patrol salary? If 'yes', cite in Item 136 (1) anticipated income, (2) source.	☐	☐

Last Name, First Name, Middle Initial

117. RESIDENCES. Begin with the most recent past residence and work back. DO NOT list P.O. Box numbers. DO NOT omit any former addresses since your fourteenth birthday. If residence is in a rual area or is otherwise difficult to locate, give directions or draw a map on full sheets of paper and attach. Include residence while in military service. Use Item 136 if more space is needed.

From (mo-yr)	To (mo-yr)	Address (apartment number, street number, street, city, state, zip code)

118. REFERENCES. List five persons who (1) are more than 23 years old, (2) are citizens, preferably with business or professional status, of good standing in the community, (3) have known you well for the past five years or more, (4) are not relatives, employers, fellow employees or your past and present teachers, (5) reside in California. (NOTE - If you are not able to list five such persons, list those individuals who most nearly meet all of the above criteria.) If references live in a rural community or might be hard to locate, give directions or draw a rough map on a blank sheet of paper and attach. DO NOT LIST P.O. BOX NUMBERS.

Name	Present Address	Phone	Years Known
	Business		
	Residence		
	Business		
	Residence		
	Business		
	Residence		
	Business		
	Residence		
	Business		
	Residence		

Last Name, First Name, Middle Initial

119. List all organizations, clubs, professional societies, on other associations of which you are a member, excluding any of which the names or character indicate the race, religious creed, color, national origin, or ancestry of its members:

DEPENDENCY INFORMATION

120. Marital Status: ☐ Single ☐ Married ☐ Widowed ☐ Divorced ☐ Separated

121. Spouse's Complete Name | Address

122. List All Your Children (Include every child born to you)(If more space is needed, use Item 136.)

Name | Address (If different than yours)

Date of Birth | Place of Birth (city, county, state)

Name | Address (If different than yours)

Date of Birth | Place of Birth (city, county, state)

Name | Address (If different than yours)

Date of Birth | Place of Birth (city, county, state)

Name | Address (If different than yours)

Date of Birth | Place of Birth (city, county, state)

	Yes	No
123. Is your spouse employed? If 'yes', where:		
124. Are your spouse and children in good health? If 'no', explain:		
125. Have you or has your spouse ever been divorced, separated, or had a marriage annulled? If 'yes', cite: (1) name, (2) address, (3) court granting decree, court address, and date.		
OTHER INFORMATION		
126. Are you willing to serve anywhere in the State of California even if it necessitates changing your residence?		
127. Are you willing to work long hours even though your normal tour of duty may not be more than eight hours? (For purposes of compensation, a member of the California Highway Patrol is deemed to be on duty when actually exercising any of the powers or performing any of the duties imposed or authorized by law during the 24 hours of the day)		
128. Are you willing to work alone as a Traffic Officer without readily available assistance from other law enforcement officers?		
129. Would you object or is there any reason why you cannot ride a motorcycle in the performance of duty? If 'yes', explain:		
130. If the necessity arose in the course of your employment as a Highway Patrolman to shoot at a human being, would you have any reluctance to do so by reason of religious or other beliefs?		
131. If the necessity arose, would you have any reluctance to inflict serious physical injury on another human being in the course of your employment as a Traffic Officer?		

Last Name, First Name, Middle Name

	Yes	No
132. Do you advocate or are you a member of any party or organization, political or otherwise, that advocates the overthrow of the Government of the United States or the State of California by force or violence or other unlawful means? If 'yes', give in Item 136 the name of organization or party of which you are a member.		
133. Have you ever been a member of any party or organization, political or otherwise, that advocated the overthrow of the Government of the United States or the State of California by force or violence or other unlawful means? If 'yes', give in item 136 the name of organization or party of which you were a member.		
134. Have you ever refused to take an oath to support the Constitution of the United States and the Constitution of the State of California? If 'yes', explain in item 136.		
135. Are you willing to take an oath to support the Constitution of the United States and the Constitution of the State of California?		

136. **SPACE FOR DETAILED ANSWERS TO QUESTIONS/CONTINUATION OF COMMENTS**
(be sure to identify item number to which answer or comment applies)

Item No.	Comments

1-D-10

Last Name, First Name, Middle Initial

136. (Cont'd)

Item No.	Comments

If more space is required, use full size sheets and attach. Place thereon your continuing comments, your full name, date, and title: "California Highway Patrol Confidential Applicant Questionnaire".

PENALTY

Any falsification, withholding or failure to answer all questions completely and accurately may cause forfeiture of all rights to employment as a Traffic Officer.

CERTIFICATION

I hereby certify that there are no willful misrepresentations, omissions or falsifications in the foregoing statements and answers to questions, and that all statements and answers are true and correct to the best of my knowledge and belief.

SIGNATURE OF APPLICANT
(sign in ink) **X**

Date Signed

ANNEX I-E

CHARTER
of the
WOMEN TRAFFIC OFFICER PROJECT
ADVISORY COMMITTEE

ANNEX I-E

PURPOSE OF ADVISORY COMMITTEE:

In view of the importance of this project to the State and the nation, the Department desires to have the advice and counsel of individuals who are the designated representatives of the above organizations and disciplines.

OBJECTIVES:

1. To ensure the Department is informed of the views of disciplines having major interest in this project.

2. To act as a communication link between the Department, the public, and disciplines represented.

3. To make recommendations to the Department on key decisions concerning planned activities when options exist for alternative actions. Examples of items the Committee may be asked to consider and make recommendations on:

    a. Method of evaluating women during Academy training.

    b. Assignment of women to various locations throughout the State.

    c. Uniforms for female Officers.

    d. Method of comparing on-the-job performance of men and women Officers after assigned to road patrol duties.

PRIMARY RESPONSIBILITIES:

1. The Committee will be requested to meet when business matters warrant a meeting. It is expected the Committee will hold one-day meetings each month during the initial stages of the project. However, quarterly meetings probably will be sufficient after the initial 2-3 months of project implementation. Scheduling of meetings will be flexible to accommodate Committee members to the fullest extent possible.

2. Participate in selection of a consulting firm to assist with the study if funding is available.

3. Review progress, problems, and findings by:

    a. Meeting with project staff.

    b. Independent inquiry, such as interviews with male and female Officers, supervisors, and citizens.

    c. Monitoring project activities, such as reviewing physical performance tests, academy training, on-the-job performance, and so on.

4. Review quarterly progress reports and reports to be submitted to the Legislature. The Committee will be requested to make recommendations to the Department on accepting these reports as valid and factual.

ANNEX I-F

MANAGEMENT MEMORANDUM NO. 74-218

ROLE OF ADVISORY COMMITTEE

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

Management Memorandum December 3, 1974

No. 74-218 (Expires: 6/3/75)

TO: All Commanders

IDENTIFICATION CARDS FOR MEMBERS OF THE WOMEN TRAFFIC OFFICER ADVISORY COMMITTEE

In an effort to insure that the Women Traffic Officer Project is implemented and evaluated in a fair and impartial manner, an advisory committee has been created whose members represent a cross section of public and private interests.

Members of the Committee have been encouraged to become knowledgeable of Departmental operations, including first-hand observation of field activities. As the Women Traffic Officer Project progresses, it is anticipated that members of the Committee will be visiting various Departmental facilities in an effort to gain a better understanding of our traffic law enforcement duties. Committee members have been provided with identification cards so that they may easily establish their identity during the course of their visits.

After first obtaining permission of local commanders, members of the Committee are authorized to visit Area offices, interview personnel, ride in Departmental vehicles, and accompany Officers on patrol. Visits by Committee members should in no way interfere with normal Area operations. Areas visited by Committee members are to submit a brief report, through channels, to the Deputy Commissioner's Office listing the name of the member making the visit and the activity performed during the visit. The Deputy Commissioner's Office will forward these reports to Planning and Analysis Division, attention WTOP Project Director.

A list of Advisory Committee members is shown on the back of this memorandum. Committee members are providing a valuable service to the Department and should be given appropriate assistance during their visits.

OFFICE OF THE COMMISSIONER

MEMBERS OF THE WOMEN TRAFFIC OFFICER ADVISORY COMMITTEE

Gerald W. Clemons, Inspector
WTOP Project Director
California Highway Patrol

Marian Ash, Vice Chairperson
President, Capitol District
Business & Professional
Women's Clubs

Drs. Daryl & Sandra Bem
Co-Chairpersons, Psychology Dept.
Stanford University

Tom Dolkas
Director of Claims Division
Automobile Club of Southern
California

Mary Emrick
Public Relations Department
Standard Oil Company of
California

March Fong, Assemblywoman
Secretary of State-elect
State Capitol

Ruth Church Gupta
Attorney at Law

Robert K. Kerlan, M.D.
Southwestern Orthopedic
Medical Group, Inc.

Judge Joan Dempsey Klein
Chairperson
Presiding Judge of
Los Angeles Municipal Court
Los Angeles Judicial District

Bonnie Parks
Commission on the Status of
Women

A. D. Majors, Supervising Inspector
Commander, Zone VII, San Luis Obispo
California Highway Patrol

Yolanda Nava, First Vice President
La Comision Femenil Mexicana
Nacional, Inc.

Thomas C. Schumacher, Jr.
Managing Director
California Trucking Association

Kenneth Anderson, Lieutenant
CAHP Board of Directors

Mary Stables, President
State Womens Peace Officers
Association

Henrietta Williams
Regional Governor, National
Association of Negro Business
and Professional Womens Clubs

Jack Wilmore, Ph.D.
Exercise Physiologist
University of California, Davis

ANNEX I-G

INTERIM PROJECT FINDINGS

INTERIM PROJECT FINDINGS

Based on the information gathered during the first nine months of the project, the CHP has found:

1. A reasonably large number of women are interested in becoming State Traffic Officers.

2. A number of women who meet the selection criteria for TO, CHP successfully completed Academy training without significant modification of the normal cadet training procedure.

3. Women suffered more injuries than men during Academy training.

4. There is substantial difference in the physical strength of men and women employed as project officers.

5. A survey of the public and Departmental personnel shows that members of the public believe female officers will perform some critical tasks better than male officers and vice versa. Departmental personnel believe that male officers will perform all critical tasks better than female officers. Both members of the public and the Department have greatest concerns about the ability of women to perform the more physically demanding tasks required of a Traffic Officer.

6. The men and women who completed Academy training are performing at comparable and generally acceptable levels during the first 30 working days of field training.

7. The critical task rating method appears to work well for objectively evaluating officer performance.

Although these findings are significant, the Department believes too little information is available to draw conclusions regarding the feasibility of employing women as Traffic Officers. The information which will be gained during the coming year will enable this decision to be made.

ANNEX I-H

ADVISORY COMMITTEE COMMENTS ABOUT THE INTERIM PROJECT REPORT

ADVISORY COMMITTEE COMMENTS ABOUT THE INTERIM PROJECT REPORT

The Advisory Committee was created and the eighteen members appointed by the California Highway Patrol Commissioner to advise and assist the Department with the Women Traffic Officer Project. Its responsibilities are listed in Annex I-F.

In its Interim Report to the Legislature, the CHP has given a complete and very detailed analysis of the WTO Project. The members of the Advisory Committee are generally familiar with the contents of the Interim Report and commend it as a comprehensive review of the Project.

This annex will simply outline some of the Committee members' Interim positions and call attention to areas members feel are particularly significant.

From the beginning, Committee members have agreed they should be concerned with: 1) the health, safety and welfare of the motoring public (and, indeed, the public as a whole since this Project will undoubtedly be studied carefully by all law enforcement agencies and may have far-reaching effects), 2) the health, safety and welfare of California State Traffic Officers - be they female or male, 3) the ensurance of fair and equitable treatment of the men and women participating in the WTO Project, and 4) maintaining objectivity throughout the entire Project.

The Advisory Committee met seven times prior to the printing of this Interim Report. In addition, individual members have participated in various phases of the Project and subcommittees have met periodically.

If some of the members of the Committee have an overall criticism of the first nine Chapters of this Interim Report it is one of emphasis. They feel the Summary fails to highlight some positive aspects of the entire report and its lengthy Annex. While some members of this diverse group object to what they refer to as "nit-picking", others have insisted that the following quotes be repeated in this Chapter for emphasis:

> "The Academy has been wrong on many of the preconceptions it had about women, and all women (who graduated from the Academy) have met Academy standards. Many of the problems other agencies had reported in hiring women did not materialize with women cadets hired by the Department."
>
> "....the WTO Project has been a benefit for the Academy and has caused (us) to look at the cadet training more carefully. Some things, such as changing an automobile tire, have now been added to cadet training. The Academy found that some men did not know how to do these things, and for many years the Academy just assumed they did."

Some members feel the performance evaluation of female and male officers in the field - following graduation - should have been given more attention in the Interim Report Summary. Evaluations show that women officers are performing no less acceptably than men. The Department has also informed the Committee that problems and adjustments evident in this class are typical of previous all-male classes.

One of the most important issues, in many people's minds, has been whether or not women have the physical strength necessary to perform the duties required of a State Traffic Officer. Several members of the Advisory Committee have been quick to point out that the physical strengths of individual men and women vary, so the categorization of "men" or "women" is improper and irrelevant. On the other hand, the issue of physical strength and how much of it is necessary has brought about a careful analysis of the actual duties of State Traffic Officers and an examination of the job-relatedness of physical agility tests and Academy training.

In fact, members of the Advisory Committee were disappointed that the recruitment and selection process used for this Project in 1974 did not successfully attract many women in top physical condition. However, they were encouraged by the performance of women at the Academy and in the field. The women showed a 35.06 percentage point increase in physical performance between the 4th and 12th weeks of Academy training compared to a 15.07 percentage point increase for the men.

Academy training initially focused on the testing of physical strength rather than on building strength. Once the Academy shifted its emphasis from physical testing to physical training the ability of all cadets to perform "job-related" tasks improved. This has raised the question, from several Committee members, as to how far the Department should be required to go in building up cadets, particularly the women who have farther to go to meet the physical testing standards.

Members of the Committee have assisted the Department in developing a list of "critical tasks" which permits performance evaluation of State Traffic Officers, new or old, male or female, in a new and more job-related way. It is hoped that examination and refinement of the "critical tasks" will continue. Possible deficiencies in the recruitment and selection process are being addressed by both the Department and the Advisory Committee.

Another factor some members wish stressed is that current trends and events promise to drastically change the physical fitness and physical capabilities of many women. New athletic opportunities and encouragement are being provided with the enforcement of Title IX, Little League, and high school and college athletic programs. The idea that women should be as physically fit as men is becoming widely accepted and the idea of women serving as police officers will never again be as new or unique as it was when this Project began.

The members of the Committee agree that physical and academic standards should not be "lowered" to permit women to apply for Traffic Officer positions and share the Department's concern that standards be "job-related".

In the matter of determining "feasibility" the majority of the members of the Advisory Committee agree it is premature to talk of "feasibility" in this Interim Report, although the Department has done so. "Feasibility" has not been defined to our satisfaction and the Committee plans to consider its concept and definition at future meetings. Futhermore, the Committee is concerned that the feasibility definition advanced by the Department includes a cost factor. It would seem that this issue should be more appropriately determined by the status of constitutional law.

The Advisory Committee commends the California Highway Patrol for the time and energy expended on this Project. The members particularly wish to thank Supervising Inspector Gerald W. Clemons and Lieutenant Joe Barnett for their infinite patience and excellent cooperation. They have kept this Committee well informed, have been receptive to its suggestions, and have encouraged critical discussion.

ANNEX II-A

TYPICAL GRANT REQUEST

May 21, 1974

File No.: 1.3141.A2295

Mr. Patrick Murphy
Ford Foundation
320 East 43rd Street
New York, New York 10017

Dear Mr. Murphy:

This letter will confirm Mr. Richard Stauffenberger's conversation with Inspector Gerald Clemons several weeks ago. Mr. Stauffenberger expressed reservations about the possibility of Ford Foundation approving a research grant for the California Highway Patrol. However, we wish to request formal consideration of the Department's study to ascertain the feasibility of employing women as uniformed members of the Highway Patrol.

The study, called Females in Traffic (FIT), will establish an experimental class of 40 females who will be trained and assigned to traffic law enforcement duty. This research project will result in currently nonexistent factual data concerning the capability of women to perform State Traffic Officer duties.

Attached is the Department's proposal for Project FIT. We are forwarding this proposal to you to request $261,500 in grant funds. Project FIT will necessarily incur additional expenses that are not included in the 1974-75 fiscal year budget for the Department. These expenses are shown on the Budget Schedule portion of the proposal.

Legislation is now under consideration in the California State Legislature which will require the Department to conduct Project FIT. The legislation is expected to become law about July 1, 1974. However, there is no funding appropriation included in the bill for conducting the study of women. In fact, the bill requires the Department to seek public or private funds.

Therefore, we are requesting funding from the Ford Foundation for the next two fiscal years to (1) ensure continuity of the research effort after it is started on July 1, 1974, and (2) because results of this study will have nationwide impact.

We request your early consideration of funding for Project FIT. The Department is now working with the California State Personnel Board on preliminary plans to establish a list of eligible women to hire for traffic law enforcement duties. Current plans also call for women being hired on September 30, 1974. It is important for the Department to obtain funding support as requested to ensure complete implementation of Project FIT as indicated in our proposal.

Very truly yours,

W. PUDINSKI
Commissioner

Attachment

cc: Mr. Richard Stauffenberger

PROJECT PROPOSAL FOR FEMALES IN TRAFFIC

PROBLEM

Can women perform all road patrol duties as sworn, uniformed members of a statewide traffic law enforcement agency? Is it feasible to employ women as members of the California Highway Patrol to perform traffic law enforcement duties? Lack of answers to these questions is a problem that is of primary concern to the California Highway Patrol and other state law enforcement agencies.

Federal law, judicial decisions, and regulations established by Federal and State Civil Rights Compliance agencies have put pressure on all law enforcement agencies to determine the feasibility of employing women. According to a report published by the International Association of Chiefs of Police and the Police Foundation in December 1973, only 39 female sworn officers were employed by 44 state agencies representing a total of 33,527 sworn personnel. Although there are a few women employed by state agencies, none are assigned without some restrictions (for example, not allowed to work alone or to work midnight shifts) to perform the full range of traffic law enforcement duties currently performed by male officers. And to date, no state agency has conducted a thorough study of the feasibility of employing women for traffic law enforcement.

Work performed by a State Traffic Officer employed by the California Highway Patrol requires highly qualified persons for the position. The following is a description of the job as published by the California State Personnel Board in advertising for applicants in 1973:

> THE POSITION
> The duties of a State Traffic Officer include extended hours of driving alone while on patrol in all parts of the State under varied types of climatic, environmental and traffic conditions, including pursuit driving under potentially hazardous circumstances; the lifting, carrying and administration of first aid to accident victims in hazardous traffic conditions and, on occasion, in steep and rough terrain; assisting motorists in distress; extended periods of

> directing traffic or inspecting vehicles; investigating accidents and preparing handwritten reports; detecting stolen vehicles, intoxicated drivers, improperly equipped vehicles, and apprehending the offenders; physically subduing belligerent and combative persons, including armed felons; maintaining orderly control of large crowds; assisting local police agencies in the investigation and apprehension of criminal suspects; interpreting and applying provisions of complex laws, regulations and court rulings on the performance of required duties; testifying in court; and other related duties as required.

This description covers the major duties performed by State Traffic Officers. Since women have never been employed by the California Highway Patrol, it is unknown if they can perform the activities listed in the above job description in addition to other duties not mentioned.

There are other questions concerning employment of women that must be researched. The California State Personnel Board is conducting research on hiring standards for male peace officers, but what are appropriate standards for women officers? What height, weight, and physical ability standards should be adopted to ensure women can perform all State Traffic Officer duties and provide for public safety and welfare? What performance measures should be used to scientifically and empirically evaluate the ability of women to perform these duties? Can they perform all or only some duties now included in the job classification? These and many other questions must be answered before the California Highway Patrol and other law enforcement agencies can allow women to compete on an equal basis with males for uniformed road patrol positions.

ATTEMPTS TO SOLVE PROBLEM

Females in Traffic (FIT) will be the first major effort implemented by a state agency to evaluate the employment of women as Traffic Officers.

Historically, state traffic law enforcement agencies have restricted employment of Traffic Officers to males only. In the past, the male only restriction was considered a necessary occupational qualification in the interest of public safety and welfare. Since public safety is the foremost concern of traffic law enforcement agencies, men have been hired to ensure that officers possess strength, stamina and aggressiveness necessary to handle the many demanding responsibilities of a Traffic Officer.

The California Highway Patrol continually appraises its employment standards to ensure that only the most qualified officers are hired to serve the public and improve traffic safety. And, in 1972, the Department made a concerted effort to recruit eligible candidates from ethnic minority groups. This effort was successful in getting minority group members to compete for positions with the California Highway Patrol, but employment opportunities were limited to males only.

Currently, legislation being acted upon by the California State Legislature will, if signed into law, require this Department to "ascertain the feasibility of employing women as members of the California Highway Patrol." The Department fully supports the intent of the bill which is expected to become law by July of 1974. A copy of the legislation is attached to this proposal.

OBJECTIVES

The primary objective of Project FIT is to develop information that can be used to ascertain the feasibility of employing women as members of the California Highway Patrol. This objective will be met by July 1, 1976.

Secondary objectives are: (1) to consider appropriate hiring standards for women; (2) to develop appropriate performance measures to be used in evaluating women officers; and (3) to produce a comprehensive report on the study that will include data and conclusions in response to the above issues. It is anticipated that the findings of the study will affect the employment standards of state police agencies across the nation.

METHODOLOGY

The California Highway Patrol proposes to conduct a study of the performance of 40 women Traffic Officers. The women will be hired, trained, and selectively assigned to various locations throughout the State as a test group. A control group of 40 males will be hired, trained, and assigned to perform road patrol duties. A comparative analysis of the performance of both groups will be made during their 16-week

Academy training, the 30-working-day field training period, and for 12 months of performing duties now performed by State Traffic Officers.

Due to budgetary constraints, this Department does not have sufficient personnel resources and expertise to accomplish all tasks involved in this study. Therefore, the Department proposes to use the services of a reputable and qualified consulting firm to prepare a study design, monitor data collected by the CHP, gather independent data, and assist the CHP in evaluating the feasibility of employing women to perform traffic law enforcement duties. The consultants also will be responsible for ensuring that the study design includes consideration of appropriate hiring standards for women and performance measures to be used in evaluating females.

The following is a summary of key events that will result in achieving study objectives by June 30, 1976.

PROJECT SCHEDULE

Activity	Responsibility	Time Frame
1. Hiring 40 women and 40 men as test/control groups	CHP and State Personnel Board	May 1, 1974-Sept. 30, 1974
2. Training at CHP Academy	CHP	Sept. 30, 1974-Jan. 25, 1975
3. 30-working-day field training period	CHP	Feb. 1, 1975-April 1, 1975
4. 12 month assignment to perform field work	CHP	April 1, 1975-April 1, 1976
5. Data collection and evaluation	CHP and private consulting firm	Sept. 30, 1974-June 30, 1976
6. Final report	CHP and private consulting firm	By June 30, 1976

PROJECT EVALUATION

Since this project will be a research effort, it will be evaluated in terms of information developed. Project FIT will be implemented in accordance with a carefully developed and detailed study design. Qualitative and quantitative data will be gathered and analyzed to the fullest extent possible to ensure study objectives are met. When the study is concluded, the California Highway Patrol and other state agencies will know: (1) if it is feasible to employ women as sworn, uniformed officers who can do all work now performed by males; (2) what hiring standards should be considered for women; (3) what measures of performance should be used to evaluate women; (4) public acceptance in general and by ethnic group; and (5) organizational impact of employing large numbers of women for road patrol duty.

PRODUCTS

A comprehensive final report will be produced and upon request, made available to Federal, state and local agencies. The report will include information of value to law enforcement agency administrators in deciding whether or not to employ women for road patrol. It will also provide information on appropriate hiring standards and performance measures for evaluating women officers.

BUDGET

Cost estimates for Project FIT are shown on the following pages.

Attachments

FEMALES IN TRAFFIC PROJECT

Grant Period July 1, 1974 - June 30, 1976
Project Period April 15, 1974 - June 30, 1976

BUDGET CATEGORY	GRANT FUNDS		TOTAL GRANT FUNDS	CHP PROJECT COSTS			TOTAL CHP COSTS
	74-75	75-76		73-74	74-75	75-76	
A. SALARIES							
1 Captain - 24 mos., $1910 mo. 1st year; $2005 mo. 2nd year; Project Director	$ 22,920	$ 24,060	$ 46,980				
.5 Stenographer - 24 mos., $702 mo. 1st year; $737 mo. 2nd year.	4,212	4,422	8,634				
40 Female Traffic Officers - 9 mos. @ $1064 mo; 3 mos. @ $1117 mo; 6 mos. @ $1173 mo. Salary cost estimates includes merit increases and possible 5% annual pay raises during period which includes: 4 mos. Academy training; 2 mos. field orientation (30 working days); and 12 mos field performance period.					$383,040	$415,560	$798,600
1 Sergeant - 2 mos. @ $1291 mo. Planning, coordination, and evaluation of recruitment effort; fulltime for 2 mos.				$ 2,582			2,582
Traffic Officers - 1 mo. @ $1117 mo. Cumulative time to train 20 T.O.s for recruiting will equal 1 man-months of effort; 20 Officers to attend one day training session.				1,117			1,117
7 Sergeants, .345 mo. @ $1291 mo. Cumulative time to train 7 Sgts. for recruiting will equal 1345 man-months of effort; 7 Sgts. to attend one day training session.				445			445
20 Traffic Officers - 10 mos. @ $1117 mo. Cumulative time for T.O.s to recruit female candidates will equal 10 man-months of effort; 20 full-time Officers for 2 weeks.				11,170			11,170
7 Traffic Officers - 3.5 mos. @ $1117 mo. Cumulative time for 7 Zone Coordination T.O.s to handle recruiting work; 7 half-time Officers for 2 weeks will equal 3.5 man-months of effort.				3,910			3,910
20 Traffic Officers - 1 mo. @ $1173 mo. Proctors for written examination. Estimate 1 Officer for each 200 of the estimated 4000 applicants to be tested. This will equal 1-man-months of Officer time.					1,173		1,173
10 Traffic Officers - 3 mos. @ $1173 mo. State Service Representatives for Qualifications Appraisal Panels; 10 T.O.s conducting appraisals for 5 days plus 1 day of orientation will total 3 man-months of Officer time.					3,519		3,519

BUDGET CATEGORY	GRANT FUNDS		TOTAL GRANT FUNDS	CHP PROJECT COSTS			TOTAL CHP COSTS
	74-75	75-76		73-74	74-75	75-76	
6 Sergeants - 1.78 mos. @ $1356 mo. State Service Representatives for OAP: 6 Sgts. conducting appraisals for 5 days plus 1 day of orientation will total 1.78 man-months of time.					2,616		2,616
4 Lieutenants - 1.19 mos. @ $1571 mo. State Service Representatives for OAP; 4 Lieutenants conducting appraisals for 5 days plus 1 day of orientation will total 1.19 man-months of time.					1,869		1,869
40 Traffic Officers - 11.9 mos. @ $1173 mo. Physical agility testors; 40 T.O.s conducting tests for 5 days plus 1 day orientation will require 11.9 man-months of time.					13,959		13,959
1 Personnel Manager II - 1 mo. @ $1776 Preparation for all phases of the examination process in coordination with State Personnel Board staff will require 1 man-month of effort.				1,776			1,776
1 Associate Personnel Analyst - 2 mos. @ $1460. Preparation for all phases of examination process in coordination with State Personnel Board staff will require 2 man-months of work.				2,920			2,920
1 Staff Services Analyst - 3 mos. @ $988 Preparation for all phases of the examination process in coordination with State Personnel Board staff will require 3 man-months of work.				2,964			2,964
25 Traffic Officers - 24.7 mos. @ $1173. Background investigations will require 40 hours work for each of 100 candidates that will have to be investigated to have 40 qualified women suitable for employment.					28,973		28,973
TOTAL SALARIES	$27,132	$28,482	$55,614	$26,884	$434,947	$415,560	$877,391
Employee Benefits:*							
Uniformed 32.11%	7,360	7,726	15,086	14,752	139,661	133,436	287,849
Nonuniformed 15.37%	647	680	1,327	1,177	--	--	1,177
TOTAL BENEFITS	$8,007	$8,406	$16,413	$15,929	$139,661	$133,436	$289,026
TOTAL SALARIES & BENEFITS	$35,139	$36,888	$72,027	$42,813	$574,608	$548,996	$1,166,417

*Benefit Rate Consists of:

Uniformed

Retirement	28.17%
Health Insurance	1.27%
State Compensation	2.67%

Nonuniformed

Retirement	7.63%
Health Insurance	1.27%
State Compensation	.62%
OASDI	5.85%

NOTE: Monthly salaries of personnel is figured at a 5% annual increase per year based on 1973-74 salary levels.

B. TRAVEL

BUDGET CATEGORY	GRANT FUNDS 74-75	GRANT FUNDS 75-76	TOTAL GRANT FUNDS	CHP 73-74	CHP 74-75	CHP 75-76	TOTAL CHP COSTS
Travel and per diem expenses for personnel assigned by Project Director to conduct OAPs, physical agility tests, and attend meetings or short training courses when beneficial to project.	$ 7,500	$ 2,500	$10,000				
TOTAL TRAVEL	$ 7,500	$ 2,500	$10,000				

BUDGET CATEGORY	GRANT FUNDS		TOTAL GRANT FUNDS	CHP PROJECT COSTS			TOTAL CHP COSTS
	74-75	75-76		73-74	74-75	75-76	
C. CONSULTANT SERVICES							
An average of 1.5 full-time Personnel Management consultants will be required to work with the Department during the project. Based on past experience with consultant services, $30 per consultant hour is used as an estimated cost for fees. The $30 per hr. rate includes: (1) individual consultant salary which will not exceed maximum rates specified in the State Admin. Manual; (2) overhead rate including costs for travel, per diem, printing, etc.; and (3) a profit factor of 10%. $30 per hour for 8 hours, 223 working days per year is $53,280 per full-time consultant.	$80,280	$80,280	$160,560				
20 Public representatives to serve on Qualification Appraisal Panels. $35 per day for each representative: 5 QAP days plus 1 day for orientation	4,200		4,200				
TOTAL CONSULTANT SERVICES	$84,480	$80,280	$164,760				
D. SUPPLIES AND OPERATING EXPENSES							
Preparation of TV Advertising Materials	1,200		1,200				
Printing of Recruitment Materials	1,000		1,000				
Paid Advertising	6,000		6,000				
100 Medical exams @ $60 each (100 exams based on CHP's past experience of 2.5 medical exams required for T.O. hired.)				6,000			6,000
Vehicle mileage driven by each female STO. 1750 miles per month for 12 months is 21,000 miles per year. 21,000 miles @ $.075 per mile equals $1,575 for each Officer.					15,750	47,250	63,000
Printing of information bulletins, progress reports and final report.	2,000	2,000	4,000				
Indirect cost @ 13.30% of total $1,241,144 in salaries and wages.				5,650	81,091	77,915	164,656
TOTAL SUPPLIES & OPERATING EXPENSES	$10,200	$2,000	$12,200	$11,650	$96,841	$125,165	$233,656
E. EQUIPMENT							
Equipment for physical testing	2,500		2,500				
State supplied safety equipment (gun, handcuffs and leather goods).					7,400		7,400
TOTAL EQUIPMENT	2,500		2,500		7,400		7,400
TOTAL COSTS	$139,819	$121,668	$261,487	$55,463	$678,849	$674,161	$1,408,473

TOTAL GRANT & CHP COSTS --- $1,669,960

ANNEX III-A

TRAFFIC OFFICER

CALIFORNIA HIGHWAY PATROL

EXAMINATION ANNOUNCEMENT

TRAFFIC OFFICER, CALIFORNIA HIGHWAY PATROL

OPEN TO WOMEN ONLY

CALIFORNIA STATE GOVERNMENT

FINAL DATE FOR FILING APPLICATIONS:
Applications (Form 678) must be **RECEIVED** at the State Personnel Board no later than the close of business on Friday, June 21, 1974. Applications received after this date will not be accepted for any reason. IT IS THE APPLICANT'S RESPONSIBILITY TO ALLOW ADEQUATE MAIL OR DELIVERY TIME. Only specific information requested by this announcement should be attached to your application.

EXAMINATION DATE: July 20, 1974

It is expected that the written test will be given in the following locations:

Fresno (08)	San Diego (04)	San Luis Obispo (24)
Los Angeles (03)	San Francisco (02)	Sacramento (01)
Redding (05)		

On your application, indicate the code of the location where you wish to take the written test. No location changes will be accepted after your application is submitted. If the number of applicants requesting a location is insufficient to justify its use as a testing site, those who requested it will be scheduled for the nearest location where testing will be held.

SALARY RANGE: $1007 1058 1111 1166

This is an open examination. Applications will not be accepted on a promotional basis. Career credits do not apply.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

FELONY DISQUALIFICATION:
Because any person convicted of a felony is disqualified from being employed as a peace officer under Government Code Section 1029, an applicant with a felony conviction will not be accepted for this examination.

Education equivalent to completion of the twelfth grade. (Applications must show name and address of high school attended and date of completion.)

Age Limits for Examination: 20 – 31 years (this includes birth dates between July 21, 1942, and July 20, 1954, inclusive). Minimum age for appointment is 21 years.

Physical Requirements: Sound physical condition, strength, endurance and agility; height not less than 5'6" and not more than 6'6"; waist measurement not in excess of measurement of the chest in repose; weight proportional to age and height; good health and freedom from disabling defects; effective use of both hands; normal visual function and visual acuity, not less than 20/40 in each eye without correction and corrected to 20/20 in each eye; full color vision with no deficiencies; and normal hearing.

HEIGHT AND WEIGHT STANDARDS

Height	Weight		Height	Weight	
	Minimum	Maximum		Minimum	Maximum
5'6"	122	145	6'1"	148	173
5'7"	125	149	6'2"	151	177
5'8"	129	153	6'3"	154	180
5'9"	133	157	6'4"	157	183
5'10"	136	160	6'5"	160	184
5'11"	140	164	6'6"	163	187
6'0"	145	169			

THE POSITION
Traffic Officers, California Highway Patrol, will be engaged in an experimental program in the Department of the California Highway Patrol to determine the feasibility of employing women to perform traffic law enforcement work. The women hired for this program will be assigned to perform the full range of patrol duties now carried out by men employed as State Traffic Officers.

Applicants are advised that the program may be terminated at the end of two years, depending on the final evaluation of the study.

The duties of a Traffic Officer, California Highway Patrol, will include extended hours of driving alone while on patrol in all parts of the State under varied types of climatic, environmental and traffic conditions, including pursuit driving under potentially hazardous circumstances; the lifting, carrying and administration of first aid to accident victims in hazardous traffic conditions and, on occasion, in steep and rough terrain; assisting motorists in distress; extended periods of directing traffic or inspecting vehicles; investigating accidents and preparing handwritten reports; detecting stolen vehicles, intoxicated drivers, improperly equipped vehicles, and apprehending the offenders; physically subduing belligerent and combative persons, including armed felons; maintaining orderly control of large crowds; assisting local police agencies in the investigation and apprehension of criminal suspects; interpreting and applying provisions of complex laws, regulations and court rulings in the performance of required duties; testifying in court; and other related duties as required. Although Traffic Officers generally work a 40-hour week, working hours are scheduled on a shift basis to cover 24-hour-a-day, 7-day-a-week operations.

Training Course: Persons selected as Traffic Officers, California Highway Patrol, will be given a 16-week professional law enforcement training course at the California Highway Patrol Academy in Sacramento during the probationary period at full pay. One of the requirements for permanent status in this class is successful completion of the training course.

EXAMINATION INFORMATION
The examination will consist of a written test and a physical performance test held on July 20, 1974, and a qualifications appraisal interview held during the week of July 29, 1974. If the number of competitors for the physical performance test cannot be accommodated on one day, this test will be continued on July 22, 1974. Candidates must successfully complete each of these to appear on the resulting eligible list. The written test and the physical performance test are both pass/fail. However, because the written test will be machine-scored, it is not expected that the results will be available until the interviews have been completed. The scoring of the physical performance test may also be deferred, depending on the number of applicants and the scoring methods to be used. Therefore, a candidate may take all three parts of the examination and still be eliminated due to her performance in one of the earlier parts. The qualifications appraisal interview is weighted 100.00%. Consequently, candidates successful in all three parts of the examination will be ranked on the eligible list exclusively on the basis of the score they received in the interview, except for the addition of veterans preference points.

Written Test – Pass/Fail

Scope:

1. Spelling and grammar skills
2. Reading comprehension
3. Number skills

Performance Test – Pass/Fail

The Physical Performance Test will be given in facilities as near the written test location as possible. Candidates are advised to wear appropriate clothing. The test will consist of the following events:

Pushing and Pulling of a Weight: In this event the candidate, using both arms, pushes a sandbag, not exceeding 150 pounds in weight, positioned at the edge of a table to arm's length, then pulls it back to the edge of the table.

Lifting, Carrying and Handling of a Weight: In this event the candidate lifts a sandbag, not to exceed 70 pounds in weight, from a table, carries it for a relatively short distance around a series of obstacles, and turns it 180 degrees while standing erect.

Sit-Ups: In this event the candidate performs 23 bent-knee sit-ups without resting.

(Continued on the reverse side)

[illegible]

TRAFFIC OFFICER,
CALIFORNIA HIGHWAY PATROL VA80-8360

APPLY BY: SEE ABOVE

EXAMINATION INFORMATION - contd.

Shuttle Run: In this event the candidate runs a specified number of laps between two relatively close points, the total distance run not to exceed one-half mile.

Grip Strength: In this event the candidate's actual grip strength is determined through the use of a dynamometer.

It is anticipated that the minimum standards for this test will be determined by the competitive abilities of the candidates. Additional information about the events, as well as procedures to be followed in scoring the test, will be sent to candidates with their notice to appear for the written test.

Qualifications Appraisal – Weighted 100.00%

Scope:
The qualifications appraisal interviews are expected to be given in Sacramento, San Francisco, and Los Angeles. The interview panel will review each candidate's application and pertinent sections of the department's Confidential Applicant Questionnaire, which will be distributed to successful candidates at the physical performance test to be completed and brought to the interview.

The qualifications appraisal interview will cover education and experience; personal traits and fitness, including initiative, integrity, reliability, resourcefulness, courtesy, and good judgment; ability to analyze situations and people accurately, adopt an effective course of action, and get along well with others; neat personal appearance and officer-like bearing; willingness to work under strict discipline; willingness to work throughout the State, at night, and at other unusual hours; ability to maintain cooperative relations with city, county and other agencies in law enforcement work; satisfactory record as a law-abiding citizen; and the ability to write legibly.

Veterans Preference credit will be granted in this examination.

Additional tests of height, weight, visual acuity, and color vision will be administered.

GENERAL INFORMATION

Applications are available at State Personnel Board offices and local offices of the Employment Development Department and the Department of the California Highway Patrol. If you have questions about the experimental program or the procedures to be followed in this examination, you should contact your local area office of the California Highway Patrol for information.

The State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

Eligible List: The eligible list will expire in from one to four years unless otherwise stated on this bulletin.

Veterans Preference: California law limits the granting of veterans preference credits to entrance examinations. When credit is granted it is as follows: 10 points for veterans and widows of veterans; 15 points for disabled veterans. Directions for applying for veterans preference are on the Veterans Preference Application form which is available from State Personnel Board offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 1559, Sacramento, CA 95807. (Disabled veterans are required to establish their eligibility for each entrance examination in which they participate, while nondisabled veterans are required to apply only once.)

Fingerprinting: Fingerprints of competitors will be taken at the written test, the physical performance test, and the qualifications appraisal interview.

Medical Examination: Candidates who are placed on the eligible list must qualify in the medical examination before they will be considered for appointment. Because of the duties of the position, back defects shown by x-ray, histories of back difficulty, problems with digestion, any cardio-vascular abnormality, pelvic bone or tissue abnormalities, or any nervous or emotional disorder are among the causes for medical disqualification.

Notice will be given of the medical examination which will be performed by a licensed physician and surgeon. Evidence of any of the following is cause for medical disqualification:

> Spondylolisthesis; spondylolysis; spondylitis; true spina bifida; transitional vertebrae; kyphosis; lordosis; scoliosis; unilateral lumbarization or sacralization; narrowing of intervertebral space; hypertrophic spurring; hypertrophic arthritis; osteoarthritis; vertebral body anomalies; osteoporosis; pelvic tilt one-half inch or more; increase of lumbosacral angle over 45 degrees; Schmorl's nodes; bone or joint lesions or disease, traumatic, congenital, pathological or developmental, that suggests fragility or weakness of osseous structure, or is vulnerable to strain or aggravation; congenital anomalies or deformities of the spine which are likely to result in future inability to perform full duty or presents a higher than average risk for back injury.

Hearing loss shall be no greater than 30 decibels in the 500 Hz to 3000 Hz range and 45 decibels in 4000 Hz (ISO).

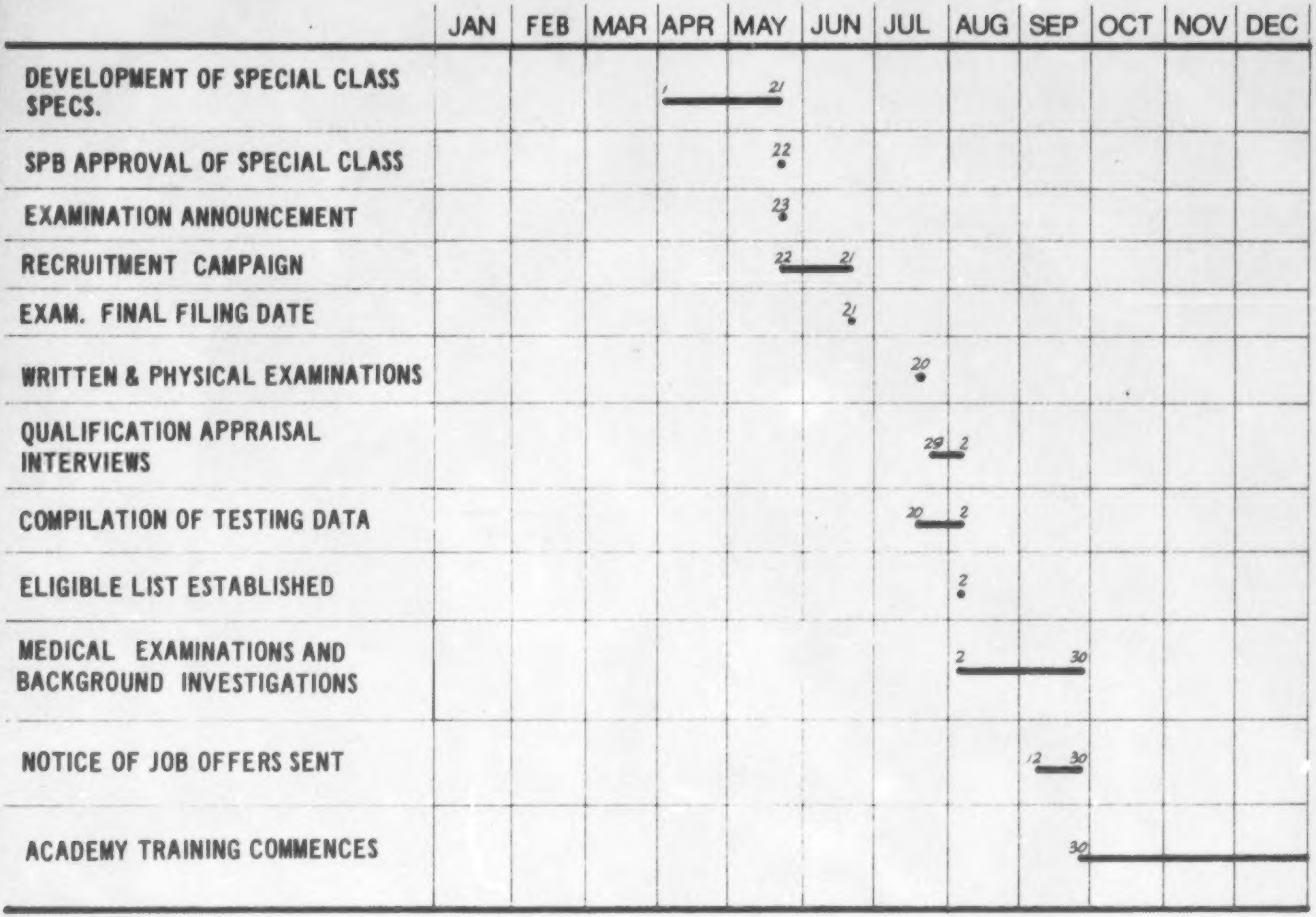
Investigation: Eligibles are subject to a partial investigation prior to appointment, followed by a complete background investigation while the candidate is in the academy. Unsatisfactory results may cause an individual to be withheld from certification from the eligible list or to be rejected during the probationary period.

Driver's License: Possession of a valid California automobile driver's license is required at the time of appointment. (Ability to operate a motorcycle will be taught during training on the job when necessary.)

ANNEX III-B

MAJOR EMPLOYMENT EVENTS

MAJOR EMPLOYMENT EVENTS



ANNEX III-B

ANNEX III-C

PHYSICAL PERFORMANCE TEST INFORMATION FOR TO, CHP, CANDIDATES

INFORMATION FOR CANDIDATES
ABOUT THE PHYSICAL PERFORMANCE TEST FOR
TRAFFIC OFFICER, CALIFORNIA HIGHWAY PATROL

As a candidate in the examination for Traffic Officer, California Highway Patrol, it is important for you to be familiar with the procedures and scoring methods to be used in the physical performance test. Please read the following information carefully. If you have any questions, you should contact your local area office of the Department of the California Highway Patrol. BECAUSE OF THE STRENUOUS NATURE OF THE TEST, CANDIDATES WHO HAVE TEMPORARY DISABILITIES OR WHO ARE PREGNANT ARE CAUTIONED THAT TAKING THE TEST MAY BE HAZARDOUS TO THEIR HEALTH.

WHEN AND WHERE TO APPEAR:

Enclosed are two admittance cards, one for the written test to be held on the morning of July 20, 1974, and the other for the physical performance test to be held later on the same day. Those cards show the times and locations at which to appear. YOU MUST BRING THESE CARDS WITH YOU. They will be collected at the test locations.

WHAT TO BRING TO THE PHYSICAL PERFORMANCE TEST AND WHAT TO WEAR:

The only thing you need to bring to the physical performance test is your admittance card. Do not bring valuables. Locker and shower facilities will not be available, but it is advisable to bring a towel. Visitors and observers will not be permitted in the testing area. You should wear comfortable lightweight clothing. Shorts and tops or blouses are recommended. In order to participate, you must wear tennis shoes or compete barefooted. Other foot wear will not be acceptable. Do not wear pantyhose or other garments which may restrict your movements.

SCORING PROCEDURES:

The physical performance test will consist of four separate events to be scored on a pass/fail basis. (The sandbag push-pull event announced on the examination bulletin will not be given.) To pass the test, you must pass each of the four events; however, only three of the events will be scored at the time of the test. The passing score for the grip-strength event will be set on a competitive basis by comparing the scores of all candidates in the examination after the performance test has been completed.

THE FOUR EVENTS:

Following are descriptions of each of the four events in the physical performance test. Each of these events will be demonstrated to you at the test site before you compete.

1. GRIP STRENGTH: In this event, the strength of the grip in each of your hands will be measured separately and then added together. The combined

total will be your score in this event and the passing score will be established at a later time as explained above.

2. **SANDBAG RUN:** In this event, you must lift a sandbag weighing 70 pounds, turn it 180° using only your hands and arms, run through a winding course, and, on returning, again turn the sandbag 180°. You will be eliminated if you drop the sandbag or if you allow it to touch your legs while turning it.

3. **BENT-KNEE SIT-UPS:** In this event, you must correctly complete 23 bent-knee sit-ups without resting more than three seconds between sit-ups.

4. **SHUTTLE RUN:** In this event, you must run 18 round trips in a lane 72 feet long in a total of 5 minutes and 30 seconds. The total distance is approximately 1/2 mile.

WITHDRAWAL FROM TEST:

You may withdraw from the physical performance test at any time. To do so, you must sign a withdrawal statement agreeing to your elimination in the examination and waiving your rights to appeal the results of the test.

SCHEDULING FOR INTERVIEWS:

If you pass the three events scored during the physical performance test, you will be scheduled for a qualifications appraisal interview. You will also be given one of the Department's Confidential Applicant Questionnaires to complete and bring to the interview. Part of the information on the questionnaire will be used as a basis for questions by the qualifications appraisal panel, and the questionnaire will also be used by the Department in completing background investigations and medical examinations of those candidates who appear on the eligible list.

IT IS IMPERATIVE THAT ALL ITEMS ON THE QUESTIONNAIRE BE ANSWERED COMPLETELY AND ACCURATELY; THE MANNER IN WHICH THE QUESTIONNAIRE IS COMPLETED MAY HELP DETERMINE YOUR SUCCESS OR FAILURE IN THE SELECTION PROCESS.

SPECIAL NOTE:

The passing scores for both the written test and the grip strength event in the physical performance test will be established after these tests have been taken by all candidates. It is not expected that the results will be known until the entire examination is completed. As a result, you may be given a qualifications appraisal interview because you passed the three events that are scored immediately in the physical performance test, but you may later be eliminated because of your score in the written test or in the grip strength event.

You will be notified by mail of the results of the examination. If you fail the written test, your notice of elimination in that part of the examination will be the only notice of test results you will receive. If you are successful in the written test but fail the physical performance test, your notice of elimination in that part of the examination will be the only notice of test results you will receive.

ANNEX III-D

Analysis of Candidate Disqualifications:

TO, CHP Physical Performance Test[1]

Primary Event Causing Candidate Disqualifications[2]	Number of Candidates Disqualified	Percentage of Total Disqualifications
I. Sandbag slalom course (pass/fail rating)[3]	20	12.27%
II. Bent-knee sit-ups (pass/fail rating)[4]	53	32.52%
III. Shuttle run (pass/fail rating)[5]	33	20.25%
IV. Dynamometer grip strength test (pass/fail rating)[6]	57	34.96%
Total Candidates Disqualified in Test	163	100.00%

---

[1] Data includes only those candidates successful in written test.

[2] First event in which candidate did not qualify. Candidates were allowed to complete all events even though one or more events were failed. Only the first event which the candidate failed has been counted. Events were scored in the order they are listed.

[3] Sandbag weight = 70 pounds; course not timed.

[4] Time limit = one minute, 23 sit-ups required.

[5] Time limit = 5 1/2 minutes, one-half mile run required.

[6] Minimum qualifying score 50 kilograms combined total both hands--pass point set after test date.

ANNEX IV-A

WOMEN TRAFFIC OFFICER PROJECT

PLAN OF ANALYSIS

WOMEN TRAFFIC OFFICER PROJECT
(WTOP)

PLAN OF ANALYSIS

I. OBJECTIVES OF THE ANALYSIS

Satisfy the objectives of the WTO Project as stated in the Project Planning Guide and restated here.

A. Determine the feasibility of employing women as sworn members of the California Highway Patrol.

B. Develop future appropriate hiring standards for men and women.

C. Develop appropriate training procedures for use in the Department's Academy Program.

II. QUESTIONS TO BE ANSWERED BY THE ANALYSIS

A. Is it feasible to employ women as State Traffic Officers? This is refined by defining feasibility as: It is feasible to employ women as State Traffic Officers if it is possible to hire women who can perform the 16 critical tasks as set forth in the Project Guide acceptably and if the cost effectiveness (defined by injury rate, cost of recruitment, cost of selection, and cost of training) is reasonable.

B. With acceptance of the definition, the initial question breaks down into three parts.

1. Can women perform acceptably as State Traffic Officers?

2. Can selection and training procedures be designed so those women who are hired as State Traffic Officers will perform acceptably?

3. Can women be employed as State Traffic Officers at a cost which is reasonable?

III. PLAN OF ANALYSIS

A. Phase one of the analysis will be directed to answer the question, "Can women perform acceptably as Traffic Officers?" This question will be answered in the following manner.

1. If any woman remaining in the program on December 31, 1975, is performing all the critical tasks acceptably (receiving a rating of "3" or above on all the critical tasks on the CHP 118), the answer to the question will be yes.

2. If no woman remaining in the program on December 31, 1975, can perform the 16 critical tasks on the CHP 118 acceptably, and if no selection criteria are developed which would predict the success of other women, then the answer to the question will be that women who can perform acceptably are unknown to the CHP. The success of women, other than those in the study group, could be predicted if there exists among the study group all the necessary characteristics of a Traffic Officer, but the characteristics do not appear in any single individual.

3. If no woman remaining in the program on December 31, 1975, can perform the 16 critical tasks on the CHP 118 acceptably, and if valid selection criteria are developed which would eliminate all or substantially all women from eligibility, then the answer to the question will be no.

B. Phase two of the analysis will be directed to answer the question, "Can hiring standards and training procedures be designed so that those women who are hired as State Traffic Officers will perform acceptably?" Acceptable performance is performance which receives a rating of "3" or above on all the critical tasks on the CHP 118. Resignations and terminations while the officer is being rated unacceptable are considered unacceptable performance.

This general question will be answered by the following specific questions. The analysis of these questions will be carried out on women as a group, men as a group, and on men and women combined.

1. Do physical characteristics (height, weight, etc.) of the officers correlate with their performance in the Academy, performance of job-related tasks in the field?

2. Does other background data of the officers (agility tests, QAP scores, previous employment data, etc.) correlate with performance in the Academy, performance of job-related tasks in the field?

3. Do Academy classroom grades correlate with performance of job-related tasks?

4. Does performance in Academy training in driving, shooting, and physical conditioning correlate with performance of job-related tasks?

5. From the correlations discovered above, can any qualification standards for State Traffic Officer be developed which are based on one type of data, e.g., minimum weight?

6. From the correlations found in questions 1-4, can any qualification standards be developed which are based on combinations of data, e.g., a combination of college units and written test scores?

7. From the correlations found in steps 1-4, can any training standards be developed for use in the Academy, e.g., minimum strengths, physical or academic levels?

The statistical analysis necessary to answer the above questions will be done using existing computer programs contained either in the IBM's Scientific Subroutine Package, U.C.L.A.'s Biomedical Computer Programs package, or the equivalent. The program will be required to check all possible combinations of data to see if significant correlations exist. Correlations which are discovered will be investigated to determine the reasons behind them, so that those correlations which occur because of random effects can be eliminated.

C. Phase three of the analysis will look at the cost required to recruit, select, test, train, and deploy both male and female State Traffic Officers.

IV. CONCLUSIONS OF THE ANALYSIS

A. The conclusion of the analysis will be that it is feasible to employ women as State Traffic Officers if either of the following circumstances occur.

1. The female Traffic Officers currently employed perform the 16 critical tasks on the CHP 118 acceptably and the cost effectiveness for women is reasonable.

2. The female Traffic Officers currently employed do not perform the 16 critical tasks on the CHP 118 acceptably, but selection standards and training procedures can be developed which will result in acceptable performance from future women Traffic Officers and the cost effectiveness for women is reasonable.

B. The conclusion of the analysis will be that it is not feasible to employ women as State Traffic Officers if the following circumstances occur.

1. The female WTOP Officers do not perform acceptably the 16 critical tasks on the CHP 118 and a set of selection standards or training procedures cannot be developed which would result in successful performance of future female State Traffic Officers.

2. The cost of women to become and perform as State Traffic Officers is unreasonably higher than the cost of men to become and perform as State Traffic Officers.

ANNEX IV-B

TRAINING CHECK-OFF LIST

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

TRAINING CHECK-OFF LIST	NAME OF OFFICER *(trainee)*	I.D.NO.	LOC.CODE

	TRAINING OFFICER ASSIGNED *(name and I.D.No.)*	DATES OF RESPONSIBILITY FROM	 TO
1			
2			
3			
4			

CHECKLIST

A.	ORIENTATION	E¹	D¹	P¹
1	LOCATION OF FORMS AND REPORTS			
2	SHOW AREA BOUNDARIES AND BEAT STRUCTURE			
3	USE OF CAMERA - LOADING, UNLOADING, FLASH, FOCUSING			
4	DRIVER'S EQUIPMENT CHECK SHEET			
5	INSPECTION OF PATROL CAR FOR DAMAGE, AND HAZARDOUS DEFECTS			
6	INSPECTION OF PATROL CAR FOR FLARES, FIRST AID KIT, EXTINGUISHERS, ETC.			
7	RADIO S.O.P. FOR GOING ON/OFF DUTY			
8	MADE AWARE OF SPECIAL AREA DRIVING HAZARDS			
9	LOCATION OF JAILS, COURTS, ALLIED AGENCIES			
10	LOCATION OF HOSPITALS			
11	LOCATION OF TOW SERVICES			
12	HIGH ACCIDENT FREQUENCY LOCATIONS			
13	SPECIAL PROCEDURES DEALING WITH MILITARY PERSONNEL (IF APPLICABLE)			
14				
15				

B.	ROUTINE PATROL			
1	HOW TO DRIVE ON ROUTINE PATROL, DEFINE ''ON VIEW PATROL''			
2	GENERAL ''BEHIND THE WHEEL'' ATTITUDE			
3	USE OF GOOD DEFENSIVE DRIVING TACTICS			
4	REPORTING DAMAGED TRAFFIC CONTROL DEVICES ON ROADWAYS; REMOVING HAZARDS			
5	REPORTING DEAD OR INJURED ANIMALS			
6	REPORTING BROKEN GAS LINES, DOWNED WIRES, ETC.			
7				

C.	EMERGENCIES AND CODE 3	E¹	D¹	P¹
1	PROPER USE OF SPEED, CAUTION, LIGHTS, AND SIREN			
2	HOW TO REQUEST ASSISTANCE FROM FELLOW OFFICERS			
3	PROCEDURE UPON DISCOVERING FIRE			
4	PROCEDURE UPON DISCOVERING BURGLARY, ROBBERY, ETC.			
5				
6				

D.	ENFORCEMENT TACTICS-CITATIONS			
1	OBSERVING THE VIOLATOR			
2	APPROACHING AND STOPPING THE VIOLATOR			
3	HOW TO ISSUE VERBAL WARNINGS AND NOTICES OF VEHICLE CODE VIOLATIONS, CIRCLE SERVICES			
4	HOW TO ISSUE A NOTICE TO APPEAR			
5	HOW TO ISSUE A NOTICE OF PARKING - REGISTRATION VIOLATION			
6	REQUEST FOR RE-EXAMINATION OF DRIVER BY D.M.V.			
7	PERSONAL SAFETY FACTOR (LOCATION OF BACK-UP OFFICER, ETC.)			
8				

E	ENFORCEMENT TACTICS-INCARCERATIONS			
1	RECOGNITION OF AND APPROACH TO THE DRINKING DRIVER			
2	INFORMING SUBJECT OF RIGHTS			
3	ADMINISTERING ROADSIDE, BLOOD, BREATH, URINE AND MOVIE SOBRIETY TESTS			
4	FORMS FOR OFFICER'S STATEMENTS UNDER SECTION 1[illegible]53VC, AND REQUEST FOR BLOOD SAMPLE			
5	INTERVIEWING THE SUBJECT			
6	PROPER TECHNIQUE FOR SEARCH, RESTRAINT, AND TRANSPORTATION			
7	ARREST ON WARRANT			

[1] EXPLAINED, DEMONSTRATED, PERFORMED. TRAINING OFFICER WILL INITIAL APPROPRIATE COLUMN AT COMPLETION OF EACH ITEM

F.	ACCIDENT INVESTIGATION	E[1]	D[1]	P[1]
1	PROPER APPROACH TO AND PARKING AT SCENE			
2	PROTECTION OF SCENE THROUGH PROPER USE OF FLARES/TRAFFIC CONTROL			
3	PROPER COMPLETION OF CHP ACCIDENT REPORTS			
4	REVIEW/DIFFERENTIATE BETWEEN ""FACTS"" AND ""OPINIONS AND CONCLUSIONS""			
5	INVESTIGATIONS OF PRIVATE PROPERTY ACCIDENTS			
6	INVESTIGATION OF ""HIT AND RUN"" ACCIDENTS			
7	DAMAGE - NOTIFICATION TAG			
8				

G.	COMMERCIAL ENFORCEMENT			
1	INSPECT COMMERCIAL REGISTRATION CARD; COMPARE WITH VEHICLE			
2	LOCATE SERIAL NUMBERS ON A TRUCK AND ON A TRAILER			
3	INSPECT BILLS OF LADING - DRIVER'S LOGS			
4	CHECK REQUIRED LIGHTING			
5	SIZE AND WEIGHT ENFORCEMENT			
6	CHECK REGULATED LOADS ON TRUCKS			

H.	JUVENILES	E[1]	D[1]	P[1]
1	LOCAL AREA POLICY ON HOW TO WRITE JUVENILE CITATIONS			
2	REVIEW DEPARTMENTAL DIRECTIVES ON ARREST AND CUSTODY OF JUVENILES			
3	LOCATION OF JUVENILE HALL			
4	ARREST AND BOOKING PROCEDURES			
5	NOTIFICATION OF PARENTS, ETC.			
6				
7				
8				

I.	OTHER REPORTS LOCAL FORMS	▨	▨	▨
1	CHP FORM 180 - VEHICLE REPORT (STORED)			
2	CHP FORM 202 - REPORT OF ARREST AND/OR INVESTIGATION			
3	CHP FORM 422 - ABANDONED VEHICLES			
4	CHP FORM 101			
5				

REMARKS

ITEMS DISCUSSED WITH THE OFFICER BY SERGEANT OR TRAINING OFFICER:

[1] E-EXPLAINED, D-DEMONSTRATED, P-PERFORMED; TRAINING OFFICER WILL INITIAL APPROPRIATE COLUMN ON COMPLETION OF EACH ITEM. IF MORE SPACE IS NEEDED, USE 8½ x 11 SHEETS OF PAPER AND ATTACH; IDENTIFY ITEMS/SECTIONS CONTINUED.

ANNEX IV-C

PERSONNEL DEVELOPMENT CHECKLIST

(CHP 119)

ANNEX IV-C

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

PERSONAL DEVELOPMENT CHECKLIST

DATE

PERIOD OF REPORT

FR TO

TYPE OF REPORT *(check one)*

☐ UNIFORMED SUPERVISOR OR COMMANDER ☐ TRAFFIC OFFICER

NAME I.D. NO

CURRENT ASSIGNMENT *(if other than road patrol)*

REASON FOR REPORT *(check as appropriate)*

		PROBATIONARY		FIELD ORIENTATION
☐	ANNUAL			
☐	INTERIM	☐	1ST	☐ 1ST
☐	TRANSFER	☐	2ND	☐ 2ND
☐		☐	FINAL	☐ 3RD

LOCATION CODE

SECTION A INSTRUCTIONS

1. ITEMS UNDER EACH CATEGORY SHOULD BE REVIEWED BY THE SUPERVISOR AND THOSE ITEMS TO BE DISCUSSED WITH THE EMPLOYEE BY REASON OF NOTABLE PROGRESS OR WHERE FURTHER DEVELOPMENT IS REQUIRED OR GREATER POTENTIAL EXISTS, SHOULD BE CHECKED. THE REVIEW AND EVALUATION OF ITEMS WITHIN EACH CATEGORY SHOULD PROVIDE A SOUND BASIS FOR DISCUSSING CURRENT PERFORMANCE, FUTURE GOALS, AND A REALISTIC PLAN FOR ATTAINING THESE GOALS.

2. SPECIFIC AREAS WHERE FURTHER DEVELOPMENT IS REQUIRED OR GREATER POTENTIAL EXISTS OR WHERE NOTABLE PROGRESS HAS BEEN MADE, ARE TO BE RECORDED IN SECTION C OF THIS FORM AND KEYED TO THE ITEM NUMBERS IN SECTION B PRIOR TO DISCUSSION WITH THE EMPLOYEE. AT THE CONCLUSION OF THE INTERVIEW, DEFINITE GOALS FOR FUTURE PERFORMANCE AND THE SPECIFIC MEANS FOR ATTAINING THESE GOALS THAT WERE AGREED UPON DURING THE INTERVIEW SHALL BE RECORDED. THIS SPACE MAY ALSO BE USED FOR ANY OTHER COMMENTS THAT WOULD SERVE TO INCREASE THE MEMBER'S VALUE TO THE PATROL AND HIMSELF.

3. OFFICERS ASSIGNED REGULAR PATROL DUTIES ARE TO BE EVALUATED IN TERMS OF THE ITEMS CONTAINED IN CATEGORIES I THROUGH VI, AND APPLICABLE ITEMS IN CATEGORY VII.

4. SPECIAL DUTY OFFICERS ARE TO BE EVALUATED IN TERMS OF THE ITEMS CONTAINED IN CATEGORIES VI AND VII, AND APPLICABLE ITEMS CONTAINED IN CATEGORIES I THROUGH V.

5. FOR SUPERVISORS/COMMANDERS, EVALUATE THEM IN TERMS OF THEIR OWN PERFORMANCE AND THE PERFORMANCE OF THOSE INDIVIDUALS WHOM THEY SUPERVISE.

SECTION B CHECKLIST OF ITEMS TO BE DISCUSSED *(check as appropriate)*

CAT I—SECURING COMPLIANCE WITH THE LAW

1. KNOWS THE VEHICLE CODE AND RELATED LAWS ☐
2. KNOWS WHEN/WHERE SERIOUS VIOLATIONS OCCUR ☐
3. JUDGMENT IN APPLYING ENFORCEMENT POLICIES ☐
4. ENERGY/INTEREST IN SUPPRESSING VIOLATIONS ☐
5. ASSURES/TAKES QUALITY ENFORCEMENT ACTIONS ☐

CAT II—CONGESTION CONTROL–IMPEDIMENT REMOVAL

6. KNOWS TRAFFIC CONTROL/DIRECTION TECHNIQUES ☐
7. DEVELOPS/IMPLEMENTS EFFECTIVE TRAFFIC CONTROL PLANS ☐
8. ANTICIPATES NEED FOR TRAFFIC CONTROL ☐
9. EFFECTIVELY CONTROLS TRAFFIC EVEN UNDER STRESS ☐
10. CONSCIENTIOUS IN KEEPING HIGHWAYS CLEAR ☐

CAT III—AUTO THEFT AND REGISTRATION ACTION

11. KNOWS LICENSING AND REGISTRATION REQUIREMENTS ☐
12. KNOWLEDGE OF AVAILABLE RESOURCE INFORMATION ☐
13. CAN IDENTIFY CHARACTERISTICS OF AUTO THIEVES ☐

CAT IV—PUBLIC PROTECTION AND ASSISTANCE

14. KNOWS RESOURCES/INFORMATION FOR PUBLIC ASSISTANCE AND PROTECTION ☐
15. ASSURES/RENDERS PUBLIC ASSISTANCE/PROTECTION ☐
16. USES LATEST DEVELOPMENTS IN GIVING FIRST AID ☐

CAT V—HIGHWAY PROTECTION

17. KNOWS COMMERCIAL VEHICLE LOADING WEIGHT REGULATIONS ☐
18. SCHEDULES/OPERATES MOBILE FIXED SCALE FACILITIES ☐
19. ALERT IN DETECTING LITTERING/HIGHWAY DAMAGE ☐

CAT VI—PERSONAL QUALIFICATIONS

20. BELIEVES/IMPLEMENTS DEPARTMENTAL OBJECTIVES, POLICIES, ETC ☐
21. WORK HABITS ☐
22. LEARNING ABILITY ☐
23. DEMEANOR AND APPEARANCE ☐
24. PERSONAL OBJECTIVES VS. DEPARTMENTAL OBJECTIVES ☐
25. MANAGEMENT OF PERSONAL AFFAIRS ☐
26. SELF IMPROVEMENT EFFORTS ☐
27. PHYSICAL CONDITION ☐
28. RESPECTS CONSTITUTED AUTHORITY ☐
29. MARKSMANSHIP ☐
30. DRIVING/RIDING ABILITY ☐
31. SAFETY PRACTICES ☐
32. READILY AVAILABLE ON ASSIGNED PATROL BEAT/DETAIL ☐
33. SUPERVISORY POTENTIAL DEMONSTRATED BY ACTING IN A SUPERVISORY CAPACITY ☐
34. ABILITY TO COLLECT/PRESENT WRITTEN/VERBAL INFORMATION ☐

CAT VII—GENERAL

35. COMPLETES ASSIGNMENTS WITHOUT DETAILED SUPERVISION ☐
36. ASSURES/PREPARES TIMELY AND THOROUGH REPORTS ☐
37. ASSURES/CONDUCTS THOROUGH INTERROGATIONS, INVESTIGATIONS ☐
38. MAINTAINS/PRESENTS EFFECTIVE PUBLIC EDUCATION PROGRAMS—SAFETY, LITTERING, ETC ☐
39. PARTICIPATES IN COMMUNITY/CITIZEN ACTIVITIES ☐
40. IS COURTEOUS TO/KEEPS PROPER, HARMONIOUS RELATIONS WITH THE PUBLIC/OFFICIALS IN HIS OFFICIAL CAPACITY ☐
41. REPORTS/COLLABORATES NEEDED HIGHWAY IMPROVEMENTS ☐

FOR EVALUATING COMMANDERS–SUPERVISORS ONLY

CAT VIII—DEVELOPMENT OF EMPLOYEES

42. RECOGNIZES TRAINING NEEDS OF EMPLOYEES ☐
43. DEVELOPS THEM TO ASSUME GREATER RESPONSIBILITY ☐
44. ENCOURAGES/SUGGESTS SELF-IMPROVEMENT EFFORTS ☐
45. INSTILLS IN THEM SAFETY CONSCIOUSNESS ☐
46. KEEPS THEM FULLY INFORMED ☐

CAT IX—SUPERVISORY EFFECTIVENESS

47. EFFECTIVELY ASSIGNS/DEPLOYS PERSONNEL ☐
48. SUPERVISES/EVALUATES FAIRLY AND OBJECTIVELY ☐
49. PROVIDES EFFECTIVE LEADERSHIP ☐
50. TAKES TIMELY/CORRECTIVE PERSONNEL ACTIONS ☐
51. READILY ASSUMES COMMAND/SUPERVISORY RESPONSIBILITIES ☐

SECTION C SUPERVISOR'S COMMENTS AND INDIVIDUAL DEVELOPMENT PLAN FOR FUTURE JOB PERFORMANCE

Give specific comments on member's notable progress where further development is required or greater potential exists, and his needs for assistance. Specify goals for future improvement of his job performance and give specific methods or recommendations for achieving these goals. Key your comments to the items you have checked in Section B, according to item number. If more space is needed, use 8½ x 11 sheets and attach.

SECTION D RATINGS FOR EVALUATING PROBATIONARY UNIFORMED PERSONNEL ONLY *(check as appropriate)*

CATEGORY	SUBSTANDARD	STANDARD	OUTSTANDING	CATEGORY	SUBSTANDARD	STANDARD	OUTSTANDING
I				VI			
II				VII			
III				VIII			
IV				IX			
V				OVERALL			

(For final probationary report only)

☐ RECOMMEND ☐ DO NOT RECOMMEND THIS EMPLOYEE FOR PERMANENT CIVIL SERVICE STATUS	SIGNATURE OF RATER	DATE
☐ I WOULD LIKE TO DISCUSS THIS REPORT WITH THE REVIEWING OFFICER	SIGNATURE OF EMPLOYEE	DATE
☐ REVIEWING OFFICER DISCUSSED THIS REPORT WITH EMPLOYEE ☐ CONCUR ☐ DO NOT CONCUR WITH THE RATER	SIGNATURE OF REVIEWING OFFICER	DATE

ANNEX IV-D

ORIGINAL CRITICAL TASK LIST AND RATINGS

QUESTIONNAIRE ON STATE TRAFFIC OFFICER TASKS

Following is a list of tasks of the Traffic Officer compiled from lists made by the State Personnel Board, a consultant from outside State service, and by Department personnel.

Each task is to be rated on a scale like this:

Not very critical 1__2__3__4__5__6__7__ Extremely critical

If, for instance, you feel that an officer who cannot maintain orderly control of large crowds cannot possibly be an acceptable Traffic Officer, no matter how good he is at the rest of his job, then item number one below is extremely critical, and you should make a mark to the right of the "7". If you feel that it is not important whether an officer can maintain orderly control of large crowds, then item number one is not very critical, and you should make a mark to the right of the "1". If you feel that this item's importance falls somewhere between the two extremes, indicate so by marking to the right of one of the other numbers. The more critical you feel the task to be, the higher the number you should mark.

This list is unordered. The position of items in the list has nothing to do with their relative importance. Also, items next to one another on the list are not necessarily related to one another. Please give your responses without conferring with others. This will result in a more accurate representation of the range of opinion. Try to use the entire range of the scale. Don't concentrate your answers all in the center, or all on one end. If you have suggestions for additions to the listed tasks, please indicate in the spaces labeled "Other" at the end of the list.

1. Maintaining orderly control of large crowds.

2. Stopping vehicles for traffic violations.

3. Lifting, carrying, and administering first aid to accident victims in hazardous traffic conditions and, on occasion, in steep or rough terrain.

4. Auto theft investigation.

5. Recognizing unsafe or illegal equipment.
6. Removing obstacles to traffic flow.
7. Patrolling on a motorcycle.
8. Making "high risk" vehicle stops.
9. Recognizing unsafe or illegal traffic actions.
10. Providing general assistance to the public.
11. Assisting motorists in distress.
12. Being "in view" and observant while operating an enforcement vehicle.
13. Learning routine procedures.
14. Recognizing drivers who are "under the influence".
15. Learning the material taught in courses at the Academy.
16. Testifying in court.
17. Taking part in traffic safety education programs.
18. Detecting stolen vehicles.
19. Investigating and reporting traffic accidents.
20. Interacting well with the public.
21. Resident post duty.
22. Pursuit driving under stress.
23. Fixed post duty.
24. Watch Officer duty.
25. Inspection of commercial vehicles.
26. Preparing written reports.
27. Radio-telephone dispatching and monitoring.
28. Administering first aid.

29. Assisting local police agencies in investigations and in the apprehension of criminals.

30. Mobile road enforcement of commercial vehicle regulations.

31. Warning drivers against unsafe or illegal actions.

32. Passenger vehicle inspection duty.

33. Taking charge at accident scenes or other emergencies on the road.

34. Driving alone for long periods on patrol in all parts of the State under varied types of climatic, environmental and traffic conditions.

35. Administering field sobriety tests.

36. Issuing enforcement documents.

37. Conforming with personal behavior standards of the Department.

38. Interpreting and applying provisions of complex laws, regulations, and court rulings in the performance of duty.

39. Learning the geography of the Area (hospitals, police stations, high accident locations, etc.).

40. Directing traffic for extended periods.

41. Physically subduing belligerent and combative persons.

42. Making in-custody arrests.

43. Effective use of firearms.

44. Conforming to Department grooming standards.

45. Pursuing fleeing suspects over objects. (i.e., fences, etc.)

46. Control of vehicle during light and heavy traffic, complex traffic problems.

47. Completing assignments as directed.

48. Responding promptly to direction and assignment.

49. Maintain officer like appearance.

50. Interacting well with other employees.

51. Willingness to take a life.

52. Mechanical aptitude.

53. Enduring verbal abuse (staying cool).

54. Controlling animals.

55. Controlling mentally or emotionally disturbed people.

STATE TRAFFIC OFFICER TASKS

The following ranked list is the result of the October 21, 1974 meeting about critical tasks. The list is ordered according to the total number of points given each task by those who completed the questionnaire.

Rank 1 - Score 48

#8 - Making "high risk" vehicle stops.

#22 - Pursuit driving under stress.

Rank 2 - Score 46

#9 - Recognizing unsafe or illegal traffic actions.

#19 - Investigating and reporting traffic accidents.

#33 - Taking charge at accident scenes or other emergencies on the road.

#46 - Control of vehicle during light and heavy traffic, complex traffic problems.

#51 - Willingness to take a life.

Rank 3 - Score 45

#26 - Preparing written reports.

#41 - Physically subduing belligerent and combative persons.

Rank 4 - Score 44

#3 - Lifting, carrying, and administering first aid to accident victims in hazardous traffic conditions and, on occasion, in steep or rough terrain.

#14 - Recognizing drivers who are "under the influence".

#20 - Interacting well with the public.

Rank 4 - Score 44 (continued)

#36 - Issuing enforcement documents.

#37 - Conforming with personal behavior standards of the Department.

#42 - Making in-custody arrests.

Rank 5 - Score 42

#28 - Administering first aid.

#35 - Administering field sobriety tests.

#48 - Responding promptly to direction and assignment.

#53 - Enduring verbal abuse (staying cool).

Rank 6 - Score 42

#16 - Testifying in court.

#34 - Driving alone for long periods on patrol in all parts of the State under varied types of climatic, environmental and traffic conditions.

Rank 7 - Score 41

#2 - Stopping vehicles for traffic violations.

#15 - Learning the material taught in courses at the Academy.

#43 - Effective use of firearms.

Rank 8 - Score 40

#39 - Learning the geography of the Area (hospitals, police stations, high accident locations, etc.).

#47 - Completing assignments as directed.

Rank 9 - Score 39

#11 - Assisting motorists in distress.

#49 - Maintain Officer like appearance.

Rank 10 - Score 38

#6 - Removing obstacles to traffic flow.

#45 - Pursing fleeing suspects over objects. (i.e., fences, etc.)

Rank 11 - Score 37

#10 - Providing general assistance to the public.

#44 - Conforming to Department grooming standards.

Rank 12 - Score 36

#1 - Maintaining orderly control of large crowds.

Rank 13 - Score 35

#31 - Warning drivers against unsafe or illegal actions.

#38 - Interpreting and applying provisions of complex laws, regulations, and court rulings in the performance of duty.

#50 - Interacting well with other employees.

Rank 14 - Score 34

#55 - Controlling mentally or emotionally disturbed people.

Rank 15 - Score 33

#5 - Recognizing unsafe or illegal equipment.

#13 - Learning routine procedures.

Rank 16 - Score 32

#23 - Fixed post duty.

Rank 17 - Score 31

#12 - Being "in view" and observant while operating an enforcement vehicle.

Rank 18 - Score 29

#29 - Assisting local police agencies in investigations and in the apprehension of criminals.

Rank 19 - Score 28

#27 - Radio-telephone dispatching and monitoring.

Rank 20 - Score 27

#18 - Detecting stolen vehicles.

Rank 21 - Score 26

#40 - Directing traffic for extended periods.

Rank 22 - Score 23

#55 - Mechanical Aptitude.

Rank 23 - Score 22

#4 - Auto theft investigation.

Rank 24 - Score 20

#17 - Taking part in traffic safety education programs.

#32 - Passenger vehicle inspection duty.

Rank 25 - Score 19

#30 - Mobile road enforcement of commercial vehicle regulations.

Rank 26 - Score 18

#54 - Controlling Animals.

Rank 27 - Score 15

#25 - Inspection of commercial vehicles.

Rank 28 - Score 14

#21 - Resident Post duty.

Rank 29 - Score 13

#24 - Watch Officer duty

Rank 30 - Score 10

#7 - Patrolling on a motorcycle.

ANNEX IV-E

REWRITTEN CRITICAL TASK LIST AND RATINGS

QUESTIONNAIRE ON
STATE TRAFFIC OFFICER TASKS

Following is a list of tasks of the Traffic Officer compiled from lists made by the State Personnel Board, a consultant from outside State service, and by Departmental personnel. The object of this questionnaire is to determine which of these tasks is the most critical.

Each task is to be rated on a scale like this:

Not very critical 1__2__3__4__5__6__7__ Extremely critical

If, for instance, you feel that an officer who cannot maintain orderly control of large crowds cannot possibly be an acceptable Traffic Officer, no matter how good he is at the rest of his job, then item number one below is extremely critical, and you should make a mark to the right of the "7". If you feel that it is not important whether an officer can maintain orderly control of large crowds, then item number one is not very critical, and you should make a mark to the right of the "1". If you feel that this item's importance falls somewhere between the two extremes, indicate so by marking to the right of one of the other numbers. The more critical you feel the task to be, the higher the number you should mark.

This list is unordered. The position of items in the list has nothing to do with their relative importance. Also, items next to one another on the list are not necessarily related to one another. Please give your responses without conferring with others. This will result in a more accurate representation of the range of opinion. Try to use the entire range of the scale. Don't concentrate your answers all in the center, or all on one end.

1. Maintaining orderly control of groups of people.
2. Stopping vehicles for routine traffic violations.
3. Lifting and carrying prisoners or accident victims in varying types of terrain and climatic conditions.
4. Conduct in-depth auto theft investigations.
5. Recognizing unsafe or illegal equipment or loads.

6. Removing heavy objects from the roadway.

7. Patrolling on a motorcycle.

8. Making "high risk" vehicle stops.

9. Recognizing unsafe or illegal traffic actions.

10. Providing directions and other general assistance to the public.

11. Provide limited mechanical assistance to motorists in distress.

12. Being observant while in view and operating an enforcement vehicle.

13. Learning routine Departmental and Area operational procedures.

14. Learning the material taught in courses at the Academy.

15. Ability to verbally express thoughts and describe events, including testifying in court.

16. Taking part in traffic safety education programs.

17. Detecting stolen vehicles during course of routine patrol activity.

18. Investigating and preparing reports on traffic accidents.

19. Dealing effectively with the public under a variety of conditions.

20. Resident post duty.

21. Pursuit driving under emergency conditions.

22. Fixed post traffic control duty.

23. Acting as a Watch Officer in Area office or dispatch center.

24. Inspection of commercial vehicles.

25. Preparing written reports.

26. Monitoring and operating a Departmental mobile radio while performing field enforcement duty.

27. Performing duties of a radio dispatcher.

28. Administering first aid.

29. Responding to local police agencies' requests for aid in investigations and in the apprehension of criminals.

30. Assisting local agencies at the scene of civil disorders, natural disasters and other emergencies.

31. Mobile road enforcement of commercial vehicle regulations.

32. Warning drivers against unsafe or illegal actions.

33. Passenger vehicle inspection duty.

34. Taking charge at accident scenes or other emergencies.

35. Driving alone for long periods on patrol in all parts of the State under varied types of climatic, environmental and traffic conditions.

36. Recognizing the symptoms of "under the influence" drivers and administering field sobriety tests.

37. Issuing all types of enforcement documents

38. Willingness to implement Departmental enforcement policy.

39. Conforming with personal behavior and grooming standards of the Department.

40. Interpreting and applying provisions of complex laws, regulations, and court rulings in the performance of duty.

41. Learning the geography of the Area (hospitals, police stations, high accident locations, etc.).

42. Directing traffic for extended periods.

43. Physically subduing belligerent and combative persons.

44. Making all types of in-custody arrests.

45. Effective use of firearms.

46. Pursuing fleeing suspects over objects (i.e., fences, etc.).

47. Safely operate a Patrol vehicle under all types of traffic and climatic conditions.

48. Promptly completing written and verbal assignments.

49. Interacting well with other employees.

50. Willingness to take a life when morally and legally justified.

51. Mechanical aptitude.

52. Maintaining personal control during stressful or emergency situations.

53. Controlling animals.

54. Controlling mentally or emotionally disturbed people.

STATE TRAFFIC OFFICER TASKS

The following ranked list is the result of the October 24, 1974, meeting about critical tasks. The list is ordered according to the total number of points given each task by those who completed the questionnaire.

Score 34

8. Making "high risk" vehicle stops.

Score 33

26. Monitoring and operating a Departmental mobile radio while performing field enforcement duty.

38. Willingness to implement Departmental enforcement policy.

45. Effective use of firearms.

Score 32

2. Stopping vehicles for routine traffic violations.

9. Recognizing unsafe or illegal traffic actions.

12. Being observant while in view and operating an enforcement vehicle.

34. Taking charge at accident scenes or other emergencies.

39. Conforming with personal behavior and grooming standards of the Department.

47. Safely operate a patrol vehicle under all types of traffic and climatic conditions.

50. Willingness to take a life when morally and legally justified.

52. Maintaining personal control during stressful or emergency situations.

Score 31

3. Lifting and carrying prisoners or accident victims in varying types of terrain and climatic conditions.

Score 31 (cont'd.)

18. Investigating and preparing reports on traffic accidents.

21. Pursuit driving under emergency conditions.

28. Administering first aid.

37. Issuing all types of enforcement documents.

44. Making all types of in-custody arrests.

Score 30

15. Ability to verbally express thoughts and describe events.

19. Dealing effectively with the public under a variety of conditions.

25. Preparing written reports.

36. Recognizing the symptoms of "under the influence" drivers and administering field sobriety tests.

43. Physically subduing belligerent and combative persons.

Score 29

10. Providing directions and other general assistance to the public.

35. Driving alone for long periods on patrol in all parts of the State under varied types of climatic, environmental and traffic conditions.

46. Pursuing fleeing suspects over objects (i.e., fences, etc.).

48. Promptly completing written and verbal assignments.

Score 28

29. Responding to local police agencies' requests for aid in investigations and in the apprehension of criminals.

32. Warning drivers against unsafe or illegal actions.

41. Learning the geography of the Area (hospitals, police stations, high accident locations, etc.).

Score 27

13. Learning routine Departmental and Area operational procedures.

14. Learning the material taught in courses at the Academy.

Score 26

1. Maintaining orderly control of groups of people.

30. Assisting local agencies at the scene of civil disorders, natural disasters and other emergencies.

40. Interpreting and applying provisions of complex laws, regulations, and court rulings in the performance of duty.

Score 25

49. Interacting well with other employees.

54. Controlling mentally or emotionally disturbed people.

Score 24

5. Recognizing unsafe or illegal equipment or loads.

22. Fixed post traffic control duty.

Score 22

17. Detecting stolen vehicles during course of routine patrol activity.

Score 20

42. Directing traffic for extended periods.

Score 19

6. Removing heavy objects from the roadway.

11. Provide limited mechanical assistance to motorists in distress.

Score 15

31. Mobile road enforcement of commercial vehicle regulations.

51. Mechanical aptitude.

Score 14

4. Conduct in-depth auto theft investigations.

53. Controlling animals.

Score 12

33. Passenger vehicle inspection duty.

Score 11

24. Inspection of commercial vehicles.

Score 10

16. Taking part in traffic safety education programs.

Score 9

23. Acting as a Watch Officer in Area Office or dispatch center.

Score 8

27. Performing duties of a radio dispatcher.

Score 7

7. Patrolling on a motorcycle.

20. Resident Post duty.

ANNEX IV-F

RANKING OF CRITICAL TASKS

STATE TRAFFIC OFFICER TASKS

On October 31, 1974, the questionnaire on State Traffic Officer tasks was completed by the participants in a Management Information System policy capturing conference at the Academy.

The following list of tasks is ordered according to the total number of points given each task by 24 members of the MIS class meeting.

Rank 1 - Score 161

21. Pursuit driving under emergency conditions.

47. Safely operate a patrol vehicle under all types of traffic and climatic conditions.

Rank 2 - Score 159

8. Making "high risk" vehicle stops.

Rank 3 - Score 153

38. Willingness to implement Departmental enforcement policy.

Rank 4 - Score 152

34. Taking charge at accident scenes or other emergencies.

36. Recognizing the symptoms of "under the influence" drivers and administering field sobriety tests.

Rank 5 - Score 151

52. Maintaining personal control during stressful or emergency situations.

Rank 6 - Score 150

37. Issuing all types of enforcement documents.

Rank 7 - Score 149

43. Physically subduing belligerent and combative persons.

44. Making all types of in-custody arrests.

Rank 8 - Score 148

35. Driving alone for long periods on patrol in all parts of the State under varied types of climatic, environmental and traffic conditions.

Rank 9 - Score 147

45. Effective use of firearms.

Rank 10 - Score 146

2. Stopping vehicles for routine traffic violations.

50. Willingness to take a life when morally and legally justified.

Rank 11 - Score 143

12. Being observant while in view and operating an enforcement vehicle.

19. Dealing effectively with the public under a variety of conditions.

Rank 12 - Score 142

9. Recognizing unsafe or illegal traffic actions.

18. Investigating and preparing reports on traffic accidents.

Rank 13 - Score 140

25. Preparing written reports.

Rank 14 - Score 139

26. Monitoring and operating a Departmental mobile radio while performing field enforcement duty.

Rank 15 - Score 137

29. Responding to local police agencies' requests for aid in investigations and in the apprehension of criminals.

Rank 16 - Score 135

15. Ability to verbally express thoughts and describe events, including testifying in court.

Rank 17 - Score 134

40. Interpreting and applying provisions of complex laws, regulations, and court rulings in the performance of duty.

Rank 18 - Score 133

30. Assisting local agencies at the scene of civil disorders, natural disasters and other emergencies.

32. Warning drivers against unsafe or illegal actions.

Rank 19 - Score 130

1. Maintaining orderly control of groups of people

28. Administering first aid.

Rank 20 - Score 129

48. Promptly completing written and verbal assignments.

54. Controlling mentally or emotionally disturbed people.

Rank 21 - Score 127

39. Conforming with personal behavior and grooming standards of the Department.

46. Pursuing fleeing suspects over objects (i.e., fences, etc.).

Rank 22 - Score 126

41. Learning the geography of the Area (hospitals, police stations, high accident locations, etc.).

Rank 23 - Score 124

10. Providing directions and other general assistance to the public.

13. Learning routine Departmental and Area operational procedures.

Rank 24 - Score 119

14. Learning the material taught in courses at the Academy.

49. Interacting well with other employees.

Rank 25 - Score 113

22. Fixed post traffic control duty.

Rank 26 - Score 112

3. Lifting and carrying prisoners or accident victims in varying types of terrain and climatic conditions.

Rank 27 - Score 107

17. Detecting stolen vehicles during course of routine patrol activity.

42. Directing traffic for extended periods.

Rank 28 - Score 103

5. Recognizing unsafe or illegal equipment or loads.

Rank 29 - Score 92

6. Removing heavy objects from the roadway.

Rank 30 - Score 79

51. Mechanical aptitude.

Rank 31 - Score 76

11. Provide limited mechanical assistance to motorists in distress.

Rank 32 - Score 75

53. Controlling animals.

Rank 33 - Score 70

33. Passenger vehicle inspection duty.

Rank 34 - Score 68

16. Taking part in traffic safety education programs.

Rank 35 - Score 57

4. Conduct in-depth auto theft investigations.

31. Mobile road enforcement of commercial vehicle regulations.

Rank 36 - Score 56

20. Resident post duty.

Rank 37 - Score 55

24. Inspection of commercial vehicles.

Rank 38 - Score 54

23. Acting as a Watch Officer in Area office or dispatch center.

Rank 39 - Score 48

27. Performing duties of a radio dispatcher.

Rank 40 - Score 43

7. Patrolling on a motorcycle.

ANNEX IV-G

CRITICAL TASK RATING LIST

(CHP 118)

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

CRITICAL TASK RATING LIST

NAME OF OFFICER	I.D. NO.	LOCATION CODE		SHIFT START TIME	DATE
NAME OF EVALUATOR	I.D. NO.	RANK	NAME OF OFFICER'S PARTNER		I.D. NO.
TIME PERIOD OF EVALUATION FROM	TO				

INSTRUCTIONS

1. Each FTO involved in training an Officer will complete a CHP 118 for each ten (10) working day period (or portion thereof) during the Officer's field training. At the completion of field training, and each month thereafter, the Officer's Sergeant will complete the CHP 118. Final report to be submitted January 1, 1976.
2. The rater must consider the amount of experience the Officer has. A rating of acceptable will mean acceptable when compared to all other Officers of equal experience. Other ratings will be interpreted in the same manner.
3. If the rater is unable to observe the Officer's performance on some element or task, then the rater will place a "U" for "Unable to Rate" on the line for that element or task.
4. A rating of "Unacceptable" or "Potentially Acceptable" must be accompanied by an explanation in the "Comments" section. Comments are optional for other ratings. Additional comments may be attached to the form.
5. The overall rating of a critical task does not have to agree with the ratings of its sub-elements.
6. Each critical task is followed by a space labeled "Number of Incidents". Indicate here the approximate number of times you have observed the Officer's performance in this area.
7. Officers are to be rated using the following scale

1. Unacceptable	4. Well Qualified
2. Potentially Acceptable	5. Superior
3. Acceptable	U. Unable to Rate

CRITICAL TASK

1. MAKING HIGH-RISK AND FELONY VEHICLE STOPS.

OFFICER PERFORMANCE IN TERMS OF			RATING
A. ASSESSING THE SITUATION AND DEVELOPING A PLAN.			
B. POSITIONING OF PATROL VEHICLE.			
C. OFFICER POSITIONING AND USE OF WEAPONS.			
D. DIRECTING THE ACTIONS OF SUSPECTS.			
E. USING SEARCH AND ARREST TECHNIQUES.			
NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

2. MAKING ALL TYPES OF IN-CUSTODY ARRESTS.

OFFICER PERFORMANCE IN TERMS OF			▨
A. MAKING ROUTINE ARRESTS.			▨
(1) SEARCHING.			
(2) HANDCUFFING.			
(3) TRANSPORTING.			
(4) JAIL PROCEDURES.			
NUMBER OF INCIDENTS		OVERALL RATING	

2. MAKING ALL TYPES OF IN-CUSTODY ARRESTS. (CONTINUED)

B. ARRESTING PHYSICALLY COMBATIVE PERSONS.			RATING
(1) HAVING SUFFICIENT PHYSICAL STRENGTH.			
(2) USING THE BATON OR MACE.			
(3) HANDCUFFING.			
NUMBER OF INCIDENTS		OVERALL RATING	
C. USING FORCE.			
(1) USING FORCE WITHOUT EXCESSIVE RELUCTANCE.			
(2) USING REASONABLE AND NECESSARY FORCE.			
NUMBER OF INCIDENTS		OVERALL RATING	
PERFORMANCE IN MAKING ALL TYPES OF IN-CUSTODY ARRESTS-OVERALL RATING			

COMMENTS

CRITICAL TASK

3. MONITORING AND OPERATING THE DEPARTMENTAL MOBILE RADIO WHILE PERFORMING FIELD ENFORCEMENT DUTY.

OFFICER PERFORMANCE IN TERMS OF			RATING
A. KNOWING RADIO CODES AND PROCEDURES.			
B. MONITORING THE RADIO.			
C. COMMUNICATING ON THE RADIO.			
NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

4. WILLINGLY IMPLEMENTING DEPARTMENTAL ENFORCEMENT POLICY.

OFFICER PERFORMANCE IN TERMS OF			
A. KNOWING DEPARTMENTAL ENFORCEMENT POLICY.			
B. TAKING QUALITY ENFORCEMENT ACTIONS.			
C. MAINTAINING AN ADEQUATE LEVEL OF ENFORCEMENT CONTACTS.			
D. SHOWING JUDGMENT IN APPLYING ENFORCEMENT POLICY.			
NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

5. EFFECTIVELY USING FIREARMS.

OFFICER PERFORMANCE IN TERMS OF			
A. HANDLING REVOLVER PROFICIENTLY.			
B. HANDLING SHOTGUN PROFICIENTLY.			
C. FIRING REVOLVER PROFICIENTLY.			
D. FIRING SHOTGUN PROFICIENTLY.			
E. USING SAFE HANDLING PRACTICES.			
NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

6. STOPPING VEHICLES FOR ROUTINE TRAFFIC VIOLATIONS.

OFFICER PERFORMANCE IN TERMS OF			RATING
A. OVERTAKING THE VEHICLE IN TRAFFIC AND EVALUATING OCCUPANTS.			
B. SAFELY STOPPING THE VIOLATOR'S VEHICLE.			
C. SAFELY EXITING PATROL VEHICLE AND APPROACHING VIOLATOR.			
NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

7. ISSUING ALL TYPES OF ENFORCEMENT DOCUMENTS.

OFFICER PERFORMANCE IN TERMS OF			
A. DEALING WITH VIOLATOR WHILE SERVING DOCUMENTS.			
B. ACCURATELY COMPLETING DOCUMENTS.			
NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

8. RECOGNIZING UNSAFE OR ILLEGAL TRAFFIC CONDITIONS WHILE OPERATING PATROL VEHICLE.

OFFICER PERFORMANCE IN TERMS OF			
A. RECOGNIZING MOVING VIOLATIONS.			
B. RECOGNIZING EQUIPMENT VIOLATIONS.			
C. RECOGNIZING TRAFFIC HAZARDS WHICH REQUIRE ACTION. (ROCKS, STALLED VEHICLES, ETC.)			
NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

9. TAKING CHARGE AT ACCIDENT SCENES OR OTHER EMERGENCIES.

OFFICER PERFORMANCE IN TERMS OF			
A. EVALUATING THE EMERGENCY AND EFFECTIVELY USING RESOURCES.			
B. EFFECTIVELY DIRECTING PERSONS AT THE INCIDENT SCENE.			
C. EFFECTIVELY DIRECTING TRAFFIC.			
NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

CRITICAL TASK

10. SAFELY OPERATING A PATROL VEHICLE IN ALL CIRCUMSTANCES.

OFFICER PERFORMANCE IN TERMS OF:	NO. OF INCIDENTS	RATING
A. HIGH SPEED DRIVING OTHER THAN PURSUIT OR CODE 3.		
B. PURSUIT DRIVING.		
C. CODE 3 OPERATION.		
D. DRIVING ON NORMAL PATROL.	NUMBER OF HOURS	
E. DRIVING DEFENSIVELY IN ALL CIRCUMSTANCES.		
	OVERALL RATING	

COMMENTS

11. MAINTAINING PERSONAL CONTROL AND EFFECTIVELY DEALING WITH THE PUBLIC DURING STRESSFUL SITUATIONS.

OFFICER PERFORMANCE IN TERMS OF	
A. ACCEPTING VERBAL ABUSE.	
B. DEALING WITH EMOTIONALLY DISTRAUGHT INDIVIDUALS.	
C. CONTROLLING THE DISPLAY OF EMOTIONS.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

12. LIFTING AND CARRYING PRISONERS OR ACCIDENT VICTIMS IN VARYING TERRAIN.

OFFICER PERFORMANCE IN TERMS OF:	NO. OF INCIDENTS	
A. LIFTING PRISONERS.		
B. LIFTING ACCIDENT VICTIMS.		
C. CARRYING PRISONERS.		
D. CARRYING ACCIDENT VICTIMS.		
	OVERALL RATING	

COMMENTS

13. INVESTIGATING AND PREPARING WRITTEN REPORTS ON TRAFFIC ACCIDENTS, ARRESTS, ETC.

OFFICER PERFORMANCE IN TERMS OF:	RATING
A. INVESTIGATING TRAFFIC ACCIDENTS, ARRESTS, ETC.	
B. PREPARING WRITTEN REPORTS ON TRAFFIC ACCIDENTS, ARRESTS, ETC.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

14. ADMINISTERING FIRST AID.

OFFICER PERFORMANCE IN TERMS OF	
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B. USING KNOWLEDGE IN PRACTICAL APPLICATIONS.	
C. WILLINGNESS TO ADMINISTER FIRST AID TO SERIOUSLY INJURED PERSONS.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

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OFFICER PERFORMANCE IN TERMS OF:	
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B. COMMUNICATING IN PUBLIC CONTACTS.	
C. COMMUNICATING WITH SUPERVISORS AND FELLOW EMPLOYEES.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

CRITICAL TASK

16. RECOGNIZING THE SYMPTOMS OF "UNDER THE INFLUENCE" DRIVERS AND ADMINISTERING THE FIELD SOBRIETY TEST.		RATING

OFFICER PERFORMANCE IN TERMS OF	RATING				
A. RECOGNIZING THE DRIVING CHARACTERISTICS OF THE "DRUNK DRIVER".		D. GIVING CHEMICAL TESTS AND HANDLING EVIDENCE.			
		NUMBER OF INCIDENTS		OVERALL RATING	
B. RECOGNIZING OBJECTIVE SYMPTOMS OF INTOXICATION.		COMMENTS			
C. ADMINISTERING THE FIELD SOBRIETY TEST.					

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ANNEX IV-H

WOMEN TRAFFIC OFFICER PROJECT
CRITICAL TASK RATING LIST
USER'S MANUAL

HPM 70.12

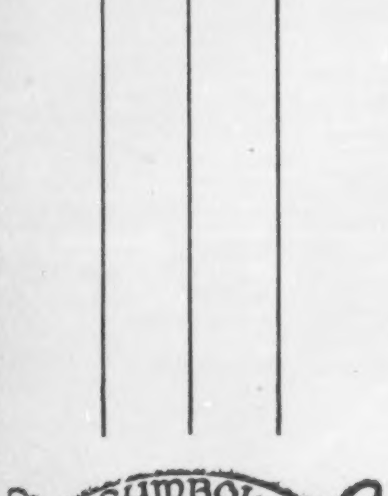
ANNEX IV-H

HPM 70.12

California
Highway
Patrol

WOMEN TRAFFIC OFFICER PROJECT CRITICAL TASK RATING LIST

USER'S MANUAL



DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

WOMEN TRAFFIC OFFICER PROJECT
CRITICAL TASK RATING LIST
USER'S MANUAL

FOR DEPARTMENTAL USE ONLY

JANUARY 1975

FOREWORD

The purpose of this manual is to explain the evaluation procedures to be used in rating officers of the Women Traffic Officer Project (W.T.O.P.) during the study period. Officers of the Women Traffic Officer Project consist of both men and women graduates of Cadet Training Class IV-74. The identification numbers range from 8655 to 8685 for the men and 8700 to 8727 for the women.

Field training officers and their supervisors will be expected to carefully evaluate each W.T.O.P. officer during the field orientation and training period. Sergeants will continue to use this evaluation process until January 1, 1976.

The need to thoroughly document performance cannot be overemphasized. The success of the W.T.O.P. study is dependent upon the accuracy of information provided by training officers and their supervisors.

OFFICE OF THE COMMISSIONER

DISTRIBUTION: S(Zone Commanders in Zones III, V, VI and VIII, and Training Personnel in W.T.O.P. Areas)

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CHAPTER 1

COMPLETING CHP 118

1.1 POLICY. It is the policy of the Department that in addition to established evaluation procedures, all W.T.O.P. officers shall be rated in accordance with the contents of this manual. CHP 118, Critical Task Rating List, shall be used to document W.T.O.P. officer performance.

1.2 PURPOSE OF CHP 118.

1.2.1 Quantifying Officer Performance.

a. The Department is required by Section 2266 of the California Vehicle Code to conduct a comprehensive study to determine the feasibility of employing women as regular members of the Department.

b. The present method of evaluating probationary officers does not provide the quantifiable data needed to accomplish this study. CHP 118 is designed to require the rater to attach numerical scores to each category under consideration.

1.2.2 Critical Task Defined.

a. A job task analysis was conducted by the Department to determine the minimum standards of acceptability for traffic officer performance. The Critical Task Rating List, CHP 118, consists of 16 "critical tasks" in which all successful W.T.O.P. officers must perform satisfactorily. Continued unsatisfactory performance in any single critical task will result in rejection during the probationary period.

b. Each critical task on CHP 118 also contains a number of "performance elements," which are important facets of the overall critical task.

1.2.3 Current Rating Procedures. Complete CHP 118 in addition to all other existing evaluation processes. Field training officers will continue to utilize CHP 334 during the field orientation and training period and sergeants will prepare the CHP 119 upon its conclusion.

1.3 RESPONSIBILITY FOR COMPLETING CHP 118.

1.3.1 Field Training Officers.

a. Record performance daily and submit a completed CHP 118 upon conclusion of each ten day period during the initial field orientation and training period.

b. When a W.T.O.P. officer is placed on extended break-in, continue to complete CHP 118 upon conclusion of each ten day period.

c. Discuss the contents of CHP 118 with the trainee at least once during each rating period. Only through discussion of deficiencies can new officers be expected to improve below standard or unacceptable performance.

1.3.2 Sergeants.

a. Complete CHP 118 upon conclusion of the initial field orientation and training period.

(1) Make every effort to personally observe W.T.O.P. officers during the break-in period.

(2) Evaluate the trainees only in those categories in which you have personal knowledge.

b. Evaluate W.T.O.P. officers independently from the training officer's observations. If a category was not observed, mark a "U" for "unable to rate."

c. When a W.T.O.P. officer completes the field orientation and training period, complete CHP 118 monthly, beginning 30 days thereafter. These monthly evaluations shall continue until January 1, 1976.

1.4 DISTRIBUTION OF CHP 118.

1.4.1 Field Training Officer's Ten Day Evaluation.

a. Original is to be maintained in the Area file.

b. One copy is to be placed in the trainee's Field personnel jacket.

c. One copy is to be forwarded directly to Long Range Planning Section no later than two weeks after the conclusion of the rating period.

d. One copy is to be forwarded directly to Analysis Section no later than two weeks after the conclusion of the rating period.

e. A copy of all three ten day evaluations are to be forwarded to the Academy with the CHP 119 completed at the conclusion of the field orientation and training period. Additionally, a copy of the final probationary report (CHP 119) shall be forwarded to the Academy.

1.4.2 Sergeant's Evaluation. The distribution of the sergeant's evaluation is identical to that of the training officer's evaluation except no copies will be forwarded to the Academy.

1.5 RATINGS.

1.5.1 General.

a. Evaluate each W.T.O.P. officer as objectively as possible in each category observed.

b. Compare W.T.O.P. officers with all trainees with equal experience. Do not attempt to compare one W.T.O.P. officer with another. Look at each officer individually as compared to all officers you have previously observed with a similar level of experience.

c. Individual training officers and sergeants are not charged with the responsibility of analyzing the W.T.O.P. officers as a group. The data you provide will assist in the final outcome of this study after information from all sources is analyzed.

d. Every effort should be made to provide training, guidance and supervision of these officers in an identical manner as has been done in the past. CHP 118 simply categorizes and describes in measurable terms those performance requirements that have been met by competent traffic officers in the past.

1.5.2 Rating Procedures.

a. Rate each task and performance element on a scale from one to five. You shall evaluate W.T.O.P. officers only in those categories in which you have personal knowledge. In those cases where personal knowledge is lacking, mark a "U" for "unable to rate."

b. An overall rating is located under each major critical task, beneath the ratings for the performance elements. The overall rating need not agree or correspond with the "average" rating for all performance elements.

EXAMPLE: Critical Task 1, "Making High Risk and Felony Stops," consists of five performance element ratings and an overall rating. The trainee may earn a "4" on three of the elements, but failure to search the suspect may result in a major incident. A score of "1" in this element may cause the rater to score the officer with a "1" on the overall rating.

c. Whenever a rating of "1" or "2" is given explain the rating in the comments section. If additional space is needed, attachments may be added to the form.

(1) Do not hesitate to rate the trainee "1" or "2" if performance is not satisfactory. These two ratings require additional writing, but this documentation is essential to the success of the W.T.O.P. study. Additionally, rejection of a substandard officer during the probationary period is impossible without accurate, thorough records of performance deficiencies and corrective measures taken by supervisors.

(2) Raters are encouraged, but not required to comment on scores of "3", "4", or "5".

1.5.3 Rating Terminology.

a. Unacceptable. Continued overall ratings of unacceptable in any critical task mean the trainee is unfit to continue as a traffic officer. When a trainee does not progress from an unacceptable level of performance after sufficient remedial training is provided, a recommendation for rejection during the probationary period should be considered.

(1) An unacceptable rating in a performance element does not have the impact of the "overall" rating. It is possible that a performance element rating of "1" could be given and an overall rating of "2" would be justified.

(2) Consider the following factors before rating a trainee with a "1".

(a) What experiences has this officer been exposed to indicating that a higher level of performance in this task could have been expected?

(b) How does this officer's performance compare with all other new officers you have observed with comparable experience.

(c) Is there any possibility, within reason, that additional training will assist this officer in improving to a satisfactory level?

b. Potentially Acceptable. An overall rating of potentially acceptable in any critical task indicates the officer has performed at a level wherein improvement is needed and satisfactory performance appears to be possible. Close supervision and additional training must be provided to assist the officer in improving to an acceptable level. If such improvement is not forthcoming, rejection should be considered.

c. Acceptable. An overall rating of acceptable means the officer is performing at a satisfactory level when compared to all new officers with an equal amount of experience.

d. Well Qualified. An overall rating of well qualified indicates the officer is performing at a level above what is expected of an individual with a similar amount of experience.

e. Superior. An overall rating of superior means the officer performed a task in a manner far exceeding the minimum acceptable level.

f. A space is provided underneath each critical task to indicate the "number of incidents" considered by the rater when preparing the evaluation. You are expected to maintain records to insure accuracy when completing this line. Tabulation of daily entries on CHP 118 will satisfy this requirement.

1.5.4 Rater's Comments.

a. Although CHP 118 will be prepared in addition to existing evaluation procedures, it is essential that comments made by raters be thorough and accurate.

b. Whenever a rating of "1" or "2" is given, include the following comments:

(1) Indicate specific, tangible reasons for the rating.

(2) Recommend methods to improve performance.

(3) Establish controls and monitor future performance to insure that the deficiency is corrected, or, if uncorrectable, steps are taken to recommend rejection during the probationary period.

EXAMPLE: A trainee is unable to readily recognize equipment violations during the first 10 day rating period and is given an overall rating of "2" on Critical Task 8. The rater's comments would be as follows:

COMMENTS: "Trainee overlooked almost all minor equipment violations during this 10 day period. I had to point out and explain the violations, and even then the trainee was unaware of what action to take. To improve performance, the trainee will review Academy notes and the Vehicle Code sections pertaining to equipment violations. Additionally, during the next rating period the trainee will actively search for equipment violations at all times."

CHAPTER 2

CRITICAL TASKS AND PERFORMANCE ELEMENTS

2.1 GENERAL.

2.1.1 Meaning of Critical Tasks and Performance Elements. Each task and its subelements are contained on CHP 118 in the form of brief statements. This chapter is intended as a rater's guide to further clarify their meaning for purposes of uniformity when evaluating WTOP officers.

2.1.2 Academy Ratings.

a. The Academy staff has rated each member of the WTOP cadet class utilizing CHP 118. A copy of each evaluation has been provided to the WTOP officer's assigned Areas in addition to the CHP 119. Less than satisfactory performance has been discussed with WTOP officers prior to graduation.

b. Annex A, Academy Ratings, is a listing of each critical task and an explanation of the Academy subjects that were rated. Many of the elements could not be rated, or, they did not correspond exactly with the elements as they pertain to field duty. When reviewing the CHP 118 from the Academy refer to Annex A for rating clarification.

2.2 CRITICAL TASKS. This chapter is designed to clarify the critical tasks and performance elements contained on CHP 118. You should, when rating a trainee, ask yourself the questions outlined here. They are not all inclusive, but should assist all of you in rating trainees uniformly.

2.3 CRITICAL TASK 1.
MAKING HIGH RISK AND FELONY VEHICLE STOPS.

2.3.1 Assessing the Situation and Developing a Plan.

a. Was the stop made as a result of previous information, or did the situation develop during the stop?

b. Did the trainee have adequate time to develop a thorough plan, or was a quick decision necessary?

c. Did the trainee understand the situation and develop an appropriate plan of action?

d. How did this trainee's performance compare with other new officers you have observed?

2.3.2 Positioning of Patrol Vehicle. Consider the trainee's judgment in complying with established procedures and ability to adjust to the situation at hand.

2.3.3 Officer Positioning and Use of Weapons.

a. Did the trainee take advantage of available cover and comply with policy?

b. Was the display of weapons (shotgun and revolver) in accordance with policy?

c. Was the trainee's behavior reasonable when compared with other new officers you have observed?

2.3.4 Directing the Actions of Suspects.

a. Did the trainee wait for assistance before moving the suspect?

b. Was full use made of available resources such as the P.A. system?

c. Did the trainee give clear, concise commands?

d. Was the trainee forceful and authoritative when giving commands?

2.3.5 Using Search and Arrest Techniques. Evaluate the trainee's performance in terms of compliance with Departmental policy. This element will be discussed further in Critical Task 2.

2.4 CRITICAL TASK 2.
MAKING ALL TYPES OF IN-CUSTODY ARRESTS. This task involves the mechanics of all in-custody arrests

beginning with the search process and contains three performance elements, each of which contain subelements.

2.4.1 Making Routine Arrests.

a. Were proper search techniques used?

b. Did the trainee place the suspect in a position of disadvantage during the search?

c. Were proper handcuffing techniques used?

d. Did the trainee restrain the prisoner properly in the patrol vehicle?

e. Did the trainee place the prisoner in the proper position in the patrol vehicle?

f. Were proper radio procedures used?

g. Did the trainee comply with jail procedures?

2.4.2 Arresting Physically Combative Persons.

a. Consider the trainee's physical strength in subduing and controlling the prisoner compared to the average officer's capabilities.

b. Was the baton/mace used properly?

c. Did the trainee maintain control of the suspect during the entire handcuffing process?

d. Were the handcuffing techniques in compliance with Departmental policy?

2.4.3 Using Force.

a. Using force without excessive reluctance.

b. Using reasonable and necessary force.

2.5 CRITICAL TASK 3.
MONITORING AND OPERATING THE DEPARTMENTAL MOBILE RADIO WHILE PERFORMING FIELD ENFORCEMENT DUTY.

2.5.1 Knowing Radio Codes and Procedures. Is the trainee progressing satisfactorily compared to other new officers you have observed?

2.5.2 Monitoring the Radio. Does the trainee hear all calls that affect the unit?

2.5.3 Communicating on the Radio.

a. Does the trainee speak in a clear, concise voice?

b. Does the trainee wait until the radio is clear before transmitting?

c. Can the trainee communicate on the radio and satisfactorily drive the patrol vehicle at the same time?

2.6 CRITICAL TASK 4. WILLINGLY IMPLEMENTING DEPARTMENTAL ENFORCEMENT POLICY.

2.6.1 Knowing Departmental Enforcement Policy. Consider the trainee's knowledge in comparison to other new officers you have observed.

2.6.2 Taking Quality Enforcement Actions. Are the majority of the trainee's enforcement actions directed toward the primary collision factors?

2.6.3 Maintaining an Adequate Level of Enforcement Contacts. This element should be rated exclusively on the trainee's willingness to take enforcement action during the field orientation and training period. After the initial break-in period, compare the trainee's activity with other new officers you have observed.

2.6.4 Showing Judgment in Applying Enforcement Policy. Does the trainee use sound judgment when determining what type of enforcement action should be taken?

2.7 CRITICAL TASK 5. EFFECTIVELY USING FIREARMS.

2.7.1 Handling Revolver Proficiently.

a. Does the trainee display confidence and coordination with the weapon?

b. Can the trainee load the weapon with ease and smoothness?

2.7.2 Handling Shotgun Proficiently.

a. Is the trainee knowledgeable about the mechanics of the shotgun such as the safety mechanism, loading characteristics, etc.?

b. Is the trainee able to remove the shotgun from the patrol vehicle with ease?

2.7.3 Firing Revolver Proficiently. Use the revolver qualification score when rating this element.

2.7.4 Firing Shotgun Proficiently. The trainee's ability to hit the target should be considered when rating this factor.

2.7.5 Using Safe Handling Practices. Does the trainee follow prescribed safety practices within the Area, jail facilities, etc., when handling firearms?

2.8 CRITICAL TASK 6.
STOPPING VEHICLES FOR ROUTINE TRAFFIC VIOLATIONS.

2.8.1 Overtaking the Vehicle in Traffic and Evaluating Occupants.

2.8.2 Safely Stopping the Violator's Vehicle.

a. Does the trainee wait for a safe location before stopping the violator?

b. Does the trainee close in on the violator before activating the red light?

c. Does the trainee anticipate "sudden stops" by the violator?

2.8.3 Safely Exiting the Patrol Vehicle and Approaching Violator.

a. Is the right hand approach used when appropriate?

b. Does the trainee approach each violator cautiously; flashlight, citation book, positioning, etc.?

2.9 CRITICAL TASK 7.
ISSUING ALL TYPES OF ENFORCEMENT DOCUMENTS.

2.9.1 Dealing With Violator While Serving Documents.

a. Does the trainee behave in a fair, firm, friendly manner?

b. Are the violations explained adequately?

c. Does the trainee maintain control of the situation?

d. Can the trainee conceal personal feelings?

2.9.2 Accurately Completing Documents. Are the documents completed neatly and without excessive errors?

2.10 CRITICAL TASK 8.
RECOGNIZING UNSAFE OR ILLEGAL TRAFFIC CONDITIONS WHILE OPERATING PATROL VEHICLE.

2.10.1 Recognizing Moving Violations. Does the trainee readily recognize moving violations occurring in his/her presence?

2.10.2 Recognizing Equipment Violations. Does the trainee readily recognize ordinary equipment violations?

2.10.3 Recognizing Traffic Hazards Which Require Action (Rocks, Stalled Vehicles, Etc.).

2.11 CRITICAL TASK 9.
TAKING CHARGE AT ACCIDENT SCENES OR OTHER EMERGENCIES.

2.11.1 Evaluating the Emergency and Effectively Using Resources.

a. Do the trainee's actions appear well organized?

b. Is the trainee able to determine if additional help or equipment is needed and where it can be located?

c. Does the trainee enlist the aid of citizens for traffic control, etc., when necessary?

2.11.2 Effectively Directing Persons at the Incident Scene.

a. Does the trainee display command presence?

b. Does the trainee give clear, concise orders and direction?

c. Are citizens willing to comply with directives?

2.11.3 Effectively Directing Traffic.

a. Are flare patterns used effectively?

b. Are flares removed when the road is clear?

c. Does the trainee use accepted traffic direction and control techniques?

d. Do motorists respond to directions?

2.12 CRITICAL TASK 10. SAFELY OPERATING A PATROL VEHICLE IN ALL CIRCUMSTANCES.

2.12.1 High Speed Driving Other Than Pursuit or Code 3.

a. Does the trainee maintain a safe distance and drive defensively when pacing another vehicle?

b. Does the trainee anticipate hazards and look for escape routes?

2.12.2 Pursuit Driving.

a. Does the trainee take unnecessary chances?

b. Does the trainee become emotionally involved in the pursuit, or is the trainee able to mask emotion and drive in a smooth, confident manner?

c. Does the trainee operate the radio satisfactorily to alert dispatch of the pursuit?

d. Does the trainee consider "shutting down" if speeds and location dictate excessive danger?

2.12.3 Code 3 Driving.

a. Does the trainee use good judgment when deciding to respond "Code 3"?

b. Does the trainee drive at reasonable speeds?

c. Does the trainee adhere to Departmental policy relating to Code 3 driving?

d. Does the trainee use the siren and warning lights appropriately?

2.12.4 Driving on Normal Patrol.

a. Does the trainee patrol at appropriate speeds?

b. Is the trainee courteous to other drivers?

2.12.5 Driving Defensively in All Circumstances.

2.13 CRITICAL TASK 11.
MAINTAINING PERSONAL CONTROL AND EFFECTIVELY DEALING WITH THE PUBLIC DURING STRESSFUL SITUATIONS.

2.13.1 Accepting Verbal Abuse. Is the trainee able to refrain from arguing with angry violators?

2.13.2 Dealing With Emotionally Distraught Individuals.

a. Does the trainee recognize the symptoms?

b. Do the trainee's actions reasonably calm the individual?

2.13.3 Suppressing the Outward Display of Emotions. (Facial Expression, Profanity, Etc.)

2.14 CRITICAL TASK 12.
LIFTING AND CARRYING PRISONERS OR ACCIDENT VICTIMS IN VARYING TERRAIN. Rate all of the elements in terms of the trainee's performance when compared to other new officers you have observed.

2.14.1 Lifting Prisoners.

2.14.2 Lifting Accident Victims.

2.14.3 Carrying Prisoners.

2.14.4 Carrying Accident Victims.

2.15 CRITICAL TASK 13.
INVESTIGATING AND PREPARING WRITTEN REPORTS ON TRAFFIC ACCIDENTS, ARRESTS, ETC.

2.15.1 Investigating Traffic Accidents, Arrests, Etc.

a. Does the trainee conduct the investigation in an organized manner?

b. Are all witnesses contacted?

2.15.2 Preparing Written Reports on Traffic Accidents, Arrests, Etc.

a. Are all the elements contained in the report when prosecution is pending?

b. Can the trainee distinguish whether a report or investigation should be made of a traffic accident?

c. Does the report contain excessive spelling errors?

d. Are the sentences understandable and constructed properly?

e. Is the report neat?

f. Is the report well organized?

2.16 CRITICAL TASK 14.
ADMINISTERING FIRST AID.

2.16.1 Knowing the Proper Techniques.

2.16.2 Using Knowledge in Practical Application.

2.16.3 Willingness to Administer First Aid to Seriously Injured Persons.

2.17 CRITICAL TASK 15.
VERBALLY EXPRESSING THOUGHTS AND DESCRIBING EVENTS.

2.17.1 Testifying in Court.

a. Does the trainee present a neat, well groomed appearance?

b. Has the trainee prepared for testifying?

c. Does the trainee's testimony appear to be factual, without bias?

d. Does the trainee testify in an organized manner?

2.17.2 Communicating in Public Contacts.

a. Does the trainee willingly assist citizens?

b. Is the trainee able to communicate thoughts in an understandable manner?

c. Is the trainee friendly when questioned by the public?

2.17.3 Communicating With Supervisors and Fellow Employees. Are the trainee's thoughts communicated to fellow workers and supervisors in an understandable manner?

2.18 CRITICAL TASK 16.
RECOGNIZING THE SYMPTOMS OF "UNDER THE INFLUENCE" DRIVERS AND ADMINISTERING THE FIELD SOBRIETY TEST.

2.18.1 Recognizing the Driving Characteristics of the "Drunk Driver".

2.18.2 Recognizing Objective Symptoms of Intoxication.

2.18.3 Administering the Field Sobriety Test.

2.18.4 Giving Chemical Tests and Handling Evidence.

2.19 OVERALL PERFORMANCE AS A TRAFFIC OFFICER. Compare this trainee's overall performance with the performance of all other new officers you have observed with an equal amount of experience.

2.20 REMARKS. Document any comments resulting from deficient performance where methods for improvement have been discussed. You should also use this portion of the form to document positive accomplishments.

ACADEMY RATINGS
CHP FORM 118

1. MAKING HIGH RISK AND FELONY VEHICLE STOPS.

Each officer will complete a simulated "high risk-felony vehicle stop" as a primary officer.

Elements rated: a,b,c,d,e.

Scale: 1-5

2. MAKING ALL TYPES OF IN-CUSTODY ARRESTS.

Each officer will be required to demonstrate proper search and handcuff techniques for routine arrest.

Each officer will be required to arrest a simulated physically resistive person.

Elements rated: a(1), (2), b(1), (2), (3).

Scale: 1-5

3. MONITORING AND OPERATING THE DEPARTMENTAL MOBILE RADIO WHILE PERFORMING FIELD ENFORCEMENT DUTY.

Instructor will rate each officer overall based upon a written test and their demonstrated ability to operate a radio.

Elements rated: a

Scale: 1-5 (Written score will be entered in comments section.)

4. WILLINGLY IMPLEMENTS DEPARTMENTAL ENFORCEMENT POLICY.

Ratings will be based upon written test score only.

Elements rated: a

Scale: Written test score will be entered on the line next to element a.

5. EFFECTIVELY USING FIREARMS. (REVOLVER AND SHOTGUN)

Instructor will rate officers on their performance at the range using both the revolver and shotgun.

Elements rated: a, b, & c

Scale: 1-5 for elements a and b. Revolver score will entered on line next to c.

6. STOPPING VEHICLES FOR ROUTINE TRAFFIC VIOLATIONS.

Each officer will make a routine traffic stop with the instructor as a violator.

Elements rated: a, b, & c

Scale: 1-5

7. ISSUING ALL TYPES OF ENFORCEMENT DOCUMENTS (CITATIONS, MECHANICAL WARNINGS, PVI CHECKLISTS, PARKING CITATIONS.)

Each officer will issue one of each of the above documents to an instructor.

Elements rated: a & b

Scale: 1-5

8. RECOGNIZING UNSAFE OR ILLEGAL TRAFFIC CONDITIONS WHILE OPERATING AN ENFORCEMENT VEHICLE.

Ratings will be based upon the results of a written test consisting of word pictures of violations.

Elements rated: a & b

Scale: Written test score will be entered in comments section.

9. TAKING CHARGE AT ACCIDENT SCENES OR OTHER EMERGENCIES.

Each officer will direct traffic on the Academy grounds.

Elements rated: c

Scale: 1-5

10. SAFELY OPERATING A PATROL VEHICLE IN ALL CIRCUMSTANCES.

Each officer will demonstrate his/her ability to operate a patrol vehicle under varying conditions.

Elements rated: a, b, c, d, & e

Scale: 1-5

11. MAINTAINING PERSONAL CONTROL AND EFFECTIVELY DEALING WITH THE PUBLIC DURING STRESSFUL SITUATIONS.

A Staff Services Officer will rate each officer on his/her outward bearing during stressful situations.

Elements rated: c

Scale: 1-5

12. LIFTING AND CARRYING PRISONERS OR ACCIDENT VICTIMS IN VARYING TERRAIN.

Each officer will be required to remove a 150 lb. victim from a vehicle and pull them 25 yards to a position of safety.

Each officer will also be required to carry a 150 lb. victim, in a fireman's carry, for 25 yards.

Elements rated: a & b

Scale: 1-5

13. INVESTIGATING AND PREPARING WRITTEN REPORTS ON TRAFFIC ACCIDENTS, ARRESTS, ETC.

Each officer will be rated on his/her ability to investigate three accident situations and prepare subsequent reports.

Each officer will prepare, as a result of a set of written facts, an arrest report.

Elements rated: a & b

Scale: 1-5

14. ADMINISTERING FIRST AID.

Ratings will be based upon written test score results only.

Elements rated: a

Scale: Written test score will be entered on the line next to element a.

15. VERBALLY EXPRESSING THOUGHTS AND DESCRIBING EVENTS.

Instructor will rate each officer on his/her five minute presentation relating to the simulated issuance of a citation. They will also be rated on communications during those periods where they were responsible for answering the telephone.

The Staff Services officers will rate them on their communications with supervisors.

Elements rated: a, b, c

Scale: 1-5

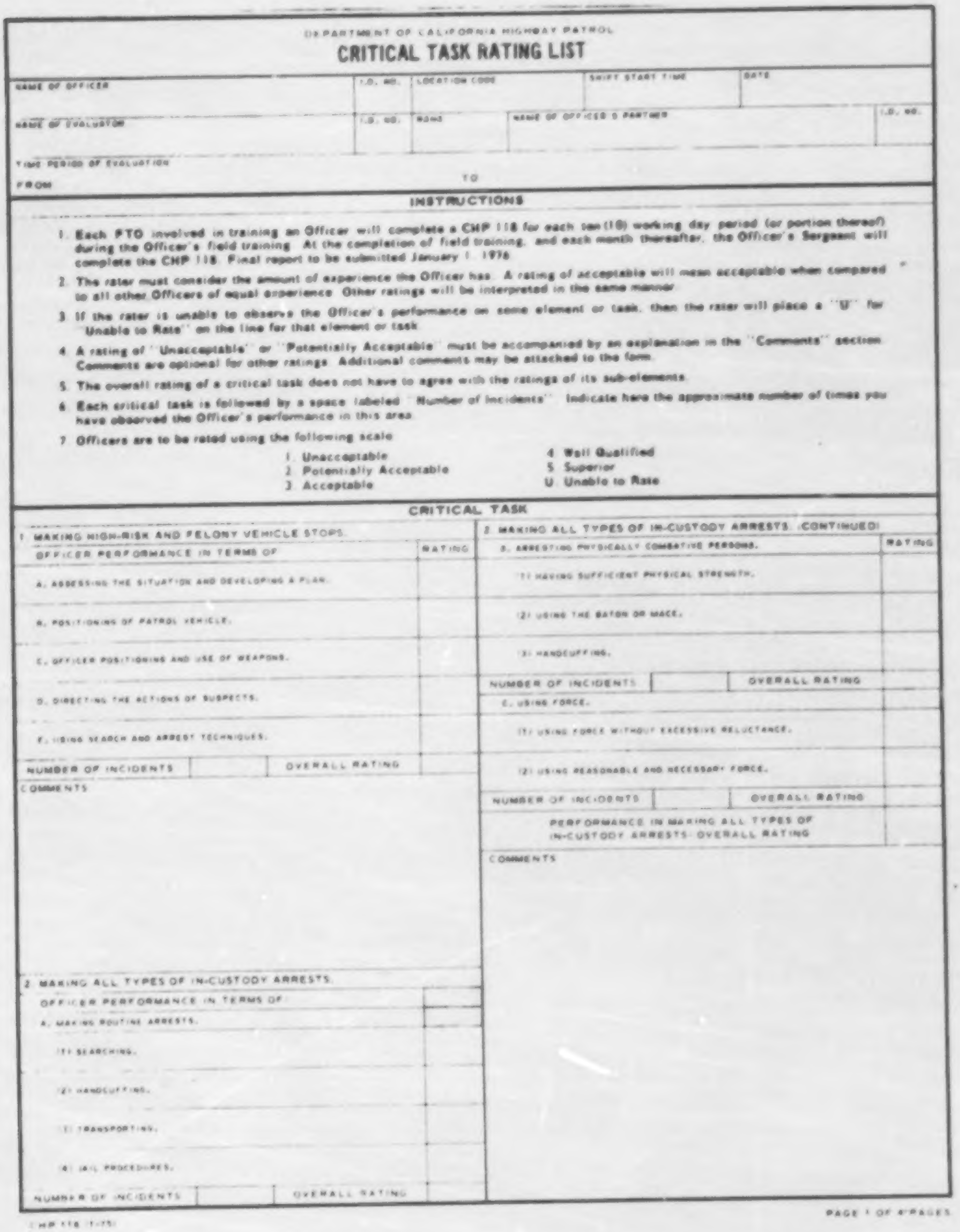
16. RECOGNIZING THE SYMPTOMS OF THE "UNDER THE INFLUENCE" DRIVER AND ADMINISTERING THE FIELD SOBRIETY TEST.

By observing their participation in practical exercises, administering of simulated field sobriety test and demonstrated ability to conduct a chemical test, instructors will rate each officer on his/her ability.

Elements rated: b, c, d

Scale: 1-5

CRITICAL TASK RATING LIST, CHP 118



DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

CRITICAL TASK RATING LIST

NAME OF OFFICER	I.D. NO.	LOCATION CODE	SHIFT START TIME	DATE
NAME OF EVALUATOR	I.D. NO.	NAME	NAME OF OFFICER'S PARTNER	I.D. NO.

TIME PERIOD OF EVALUATION

FROM TO

INSTRUCTIONS

1. Each PTO involved in training an Officer will complete a CHP 118 for each ten (10) working day period (or portion thereof) during the Officer's field training. At the completion of field training, and each month thereafter, the Officer's Sergeant will complete the CHP 118. Final report to be submitted January 1, 1976.
2. The rater must consider the amount of experience the Officer has. A rating of acceptable will mean acceptable when compared to all other Officers of equal experience. Other ratings will be interpreted in the same manner.
3. If the rater is unable to observe the Officer's performance on some element or task, then the rater will place a "U" for "Unable to Rate" on the line for that element or task.
4. A rating of "Unacceptable" or "Potentially Acceptable" must be accompanied by an explanation in the "Comments" section. Comments are optional for other ratings. Additional comments may be attached to the form.
5. The overall rating of a critical task does not have to agree with the ratings of its sub-elements.
6. Each critical task is followed by a space labeled "Number of Incidents". Indicate here the approximate number of times you have observed the Officer's performance in this area.
7. Officers are to be rated using the following scale:

1. Unacceptable
2. Potentially Acceptable
3. Acceptable
4. Well Qualified
5. Superior
U. Unable to Rate

CRITICAL TASK

1. MAKING HIGH-RISK AND FELONY VEHICLE STOPS.

OFFICER PERFORMANCE IN TERMS OF			RATING
A. ASSESSING THE SITUATION AND DEVELOPING A PLAN.			
B. POSITIONING OF PATROL VEHICLE.			
C. OFFICER POSITIONING AND USE OF WEAPONS.			
D. DIRECTING THE ACTIONS OF SUSPECTS.			
E. USING SEARCH AND ARREST TECHNIQUES.			
NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

2. MAKING ALL TYPES OF IN-CUSTODY ARRESTS.

OFFICER PERFORMANCE IN TERMS OF:			
A. MAKING ROUTINE ARRESTS.			
(1) SEARCHING.			
(2) HANDCUFFING.			
(3) TRANSPORTING.			
(4) JAIL PROCEDURES.			
NUMBER OF INCIDENTS		OVERALL RATING	

2. MAKING ALL TYPES OF IN-CUSTODY ARRESTS (CONTINUED)

B. ARRESTING PHYSICALLY COMBATIVE PERSONS.			RATING
(1) HAVING SUFFICIENT PHYSICAL STRENGTH.			
(2) USING THE BATON OR MACE.			
(3) HANDCUFFING.			
NUMBER OF INCIDENTS		OVERALL RATING	
C. USING FORCE.			
(1) USING FORCE WITHOUT EXCESSIVE RELUCTANCE.			
(2) USING REASONABLE AND NECESSARY FORCE.			
NUMBER OF INCIDENTS		OVERALL RATING	
PERFORMANCE IN MAKING ALL TYPES OF IN-CUSTODY ARRESTS: OVERALL RATING			

COMMENTS

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CRITICAL TASK

3. MONITORING AND OPERATING THE DEPARTMENTAL MOBILE RADIO WHILE PERFORMING FIELD ENFORCEMENT DUTY.

OFFICER PERFORMANCE IN TERMS OF	RATING
A. KNOWING RADIO CODES AND PROCEDURES.	
B. MONITORING THE RADIO.	
C. COMMUNICATING ON THE RADIO.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

4. WILLINGLY IMPLEMENTING DEPARTMENTAL ENFORCEMENT POLICY.

OFFICER PERFORMANCE IN TERMS OF	
A. KNOWING DEPARTMENTAL ENFORCEMENT POLICY.	
B. TAKING QUALITY ENFORCEMENT ACTIONS.	
C. MAINTAINING AN ADEQUATE LEVEL OF ENFORCEMENT CONTACTS.	
D. SHOWING JUDGMENT IN APPLYING ENFORCEMENT POLICY.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

5. EFFECTIVELY USING FIREARMS.

OFFICER PERFORMANCE IN TERMS OF	
A. HANDLING REVOLVER PROFICIENTLY.	
B. HANDLING SHOTGUN [illegible]NTLY.	
C. FIRING REVOLVER PROFIC[illegible]	
D. FIRING SHOTGUN PROFICIENTLY.	
E. USING SAFE HANDLING PRACTICES.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

6. STOPPING VEHICLES FOR ROUTINE TRAFFIC VIOLATIONS.

OFFICER PERFORMANCE IN TERMS OF	RATING
A. OVERTAKING THE VEHICLE IN TRAFFIC AND EVALUATING OCCUPANTS.	
B. SAFELY STOPPING THE VIOLATOR'S VEHICLE.	
C. SAFELY EXITING PATROL VEHICLE AND APPROACHING VIOLATOR.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

7. ISSUING ALL TYPES OF ENFORCEMENT DOCUMENTS.

OFFICER PERFORMANCE IN TERMS OF	
A. DEALING WITH VIOLATOR WHILE SERVING DOCUMENTS.	
B. ACCURATELY COMPLETING DOCUMENTS.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

8. RECOGNIZING UNSAFE OR ILLEGAL TRAFFIC CONDITIONS WHILE OPERATING PATROL VEHICLE.

OFFICER PERFORMANCE IN TERMS OF	
A. RECOGNIZING MOVING VIOLATIONS.	
B. RECOGNIZING EQUIPMENT VIOLATIONS.	
C. RECOGNIZING TRAFFIC HAZARDS WHICH REQUIRE ACTION. (ROCKS, STALLED VEHICLES, ETC.)	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

9. TAKING CHARGE AT ACCIDENT SCENES OR OTHER EMERGENCIES.

OFFICER PERFORMANCE IN TERMS OF	
A. EVALUATING THE EMERGENCY AND EFFECTIVELY USING RESOURCES.	
B. EFFECTIVELY DIRECTING PERSONS AT THE INCIDENT SCENE.	
C. EFFECTIVELY DIRECTING TRAFFIC.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

CRITICAL TASK

10. SAFELY OPERATING A PATROL VEHICLE IN ALL CIRCUMSTANCES.

OFFICER PERFORMANCE IN TERMS OF:	NO. OF INCIDENTS	RATING
A. HIGH SPEED DRIVING OTHER THAN PURSUIT OR CODE 3.		
B. PURSUIT DRIVING.		
C. CODE 3 OPERATION.		
	NUMBER OF HOURS	
D. DRIVING ON NORMAL PATROL.		
E. DRIVING DEFENSIVELY IN ALL CIRCUMSTANCES.		
	OVERALL RATING	

COMMENTS

11. MAINTAINING PERSONAL CONTROL AND EFFECTIVELY DEALING WITH THE PUBLIC DURING STRESSFUL SITUATIONS.

OFFICER PERFORMANCE IN TERMS OF	
A. ACCEPTING VERBAL ABUSE.	
B. DEALING WITH EMOTIONALLY DISTRAUGHT INDIVIDUALS.	
C. CONTROLLING THE DISPLAY OF EMOTIONS.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

12. LIFTING AND CARRYING PRISONERS OR ACCIDENT VICTIMS IN VARYING TERRAIN.

OFFICER PERFORMANCE IN TERMS OF:	NO. OF INCIDENTS	
A. LIFTING PRISONERS.		
B. LIFTING ACCIDENT VICTIMS.		
C. CARRYING PRISONERS.		
D. CARRYING ACCIDENT VICTIMS.		
	OVERALL RATING	

COMMENTS

13. INVESTIGATING AND PREPARING WRITTEN REPORTS ON TRAFFIC ACCIDENTS, ARRESTS, ETC.

OFFICER PERFORMANCE IN TERMS OF	RATING
A. INVESTIGATING TRAFFIC ACCIDENTS, ARRESTS, ETC.	
B. PREPARING WRITTEN REPORTS ON TRAFFIC ACCIDENTS, ARRESTS, ETC.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

14. ADMINISTERING FIRST AID.

OFFICER PERFORMANCE IN TERMS OF	
A. KNOWING THE PROPER TECHNIQUES.	
B. USING KNOWLEDGE IN PRACTICAL APPLICATIONS.	
C. WILLINGNESS TO ADMINISTER FIRST AID TO SERIOUSLY INJURED PERSONS.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

15. VERBALLY EXPRESSING THOUGHTS AND DESCRIBING EVENTS.

OFFICER PERFORMANCE IN TERMS OF	
A. TESTIFYING IN COURT.	
B. COMMUNICATING IN PUBLIC CONTACTS.	
C. COMMUNICATING WITH SUPERVISORS AND FELLOW EMPLOYEES.	

NUMBER OF INCIDENTS		OVERALL RATING	

COMMENTS

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CRITICAL TASK

16. RECOGNIZING THE SYMPTOMS OF "UNDER THE INFLUENCE" DRIVERS AND ADMINISTERING THE FIELD SOBRIETY TEST.			RATING
OFFICER PERFORMANCE IN TERMS OF:	RATING	D. GIVING CHEMICAL TESTS AND HANDLING EVIDENCE.	
A. RECOGNIZING THE DRIVING CHARACTERISTICS OF THE "DRUNK DRIVER".		NUMBER OF INCIDENTS	OVERALL RATING
B. RECOGNIZING OBJECTIVE SYMPTOMS OF INTOXICATION.		COMMENTS	
C. ADMINISTERING THE FIELD SOBRIETY TEST.			

17. OVERALL PERFORMANCE RATING AS A TRAFFIC OFFICER.

COMMENTS

REMARKS *(Items discussed with the Officer by Sergeant or Training Officer)*

ANNEX V-A

THE HIGHWAY PATROL ACADEMY CURRICULUM

ANNEX V-A

The Highway Patrol Academy Curriculum

- Administration of Justice
- Accident Investigation
- Auto Theft Procedures
- Basic Criminal Investigation
- Basic Reports
- Basic Life Support (First Aid)
- California State Government
- Bomb Incident Procedures
- Civil Disturbance
- Courts: Evidence, Structure and Demeanor
- Current Law
- Departmental Orders, Rules & Regulations
- Direction of Traffic & Pedestrian Control
- Driver License Laws
- Driving While Under the Influence
- Effective Report Writing
- Emergency Vehicle Operations Course
    - Vehicle Placement
    - Skid Pan
    - High Speed Pursuit
    - Adv. Skid Pan
    - Def. Driving
    - Code 3
    - Commentary
    - Timed Pursuit
- Enforcement Psychology
- Enforcement Tactics
- Equipment Forms - CHP Vehicles
- Highway Engineering

Highway Fire Safety

Highway Terminology

History of the CHP

Interrogation

Juveniles

Laws of Arrest

Organization of the CHP

Personnel Complaints

Photography

Physical Evidence

Police Ethics

Radio Operation & Communications

Related Crimes

Special Vehicles

Transportation Requirements

Vehicle Code

Vehicle Equipment Requirements

Vehicle Registration

Weapons Training (Shotgun, Revolver & Baton)

Physical Training

- Pushups
- Obstacle Course
- Pullups
- Situps
- Short and Long Distance Running

Spelling

ANNEX V-B

ATTRITION OF CADETS FROM CTC IV-74

Attrition of Cadets from

CTC IV-74

Week of Training	Men	Women
1st	2	1
2nd	2	6
3rd	1	1
4th	3	5
5th	2	-
6th	-	-
7th	1	-
8th	-	-
9th	-	-
10th	-	-
11th	-	1*
12th	-	-
13th	1†	-
14th	-	-
15th	-	-
16th	-	-
TOTAL	12	14

* Resigned just prior to being terminated because of poor performance.

† Terminated by CHP because of poor performance.

ANNEX V-C

CADET RESIGNATION AND GRADUATION QUESTIONNAIRE

ANNEX V-C

Indicate whether you agree or disagree with each of the statements listed below by placing a number on the line to the left of each statement. Please use the following scale:

-3	-2	-1	+1	+2	+3
STRONGLY DISAGREE	MODERATELY DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	MODERATELY AGREE	STRONGLY AGREE

______1. The degree of regimentation present at the Academy is necessary.

______2. The Academy staff was sympathetic to the problems of the cadets.

______3. The Academy staff treated the cadets fairly.

______4. The Academy staff let the women cadets get away with too much.

______5. I liked most of the women cadets in the Academy class.

______6. I liked most of the men cadets in the Academy class.

______7. There was a spirit of cooperation among female cadets.

______8. There was a spirit of cooperation among male cadets.

______9. There was open competition between the men and women cadets.

______10. The male cadets accepted the females as equals.

______11. Many of the men cadets seemed to expect the women to fail.

______12. The female cadets were optimistic about their ability to succeed as Highway Patrol Officers.

______13. The male cadets were optimistic about their ability to succeed as Highway Patrol Officers.

______14. The female cadets seemed more anxious than the males.

______15. The living conditions at the Academy were satisfactory.

______16. The training at the Academy can be generally related to the actual job of a Highway Patrol Officer.

______17. I think the Highway Patrol really wants women Officers.

______18. It has been very difficult for me to be away from my family and friends.

-3	-2	-1	+1	+2	+3
STRONGLY DISAGREE	MODERATELY DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	MODERATELY AGREE	STRONGLY AGREE

_____19. Until I actually began my training, I didn't really understand the job of a Highway Patrol Officer.

_____20. During the selection process we were given an accurate picture of what Academy training would be like.

_____21. The physical training at the Academy was too difficult for me.

_____22. The academic training at the Academy was too difficult for me.

_____23. The performance training at the Academy was too difficult for me.

_____24. I had difficulty controlling my emotional outbursts.

_____25. I don't think I would ever be able to control my emotional outbursts as much as the Highway Patrol would require.

_____26. I don't think that the women cadets should be required to participate in strenuous physical training during their menstrual periods.

_____27. (Women only). Since the whole women's program might end in two years, it just doesn't seem worthwhile to go through the pain and sacrifice of academy training.

_____28. I got along well with my roommates.

_____29. I feel that a woman can be a Highway Patrol Officer and still be feminine.

_____30. I really never did think that I would successfully complete Academy training.

_____31. I was under a lot of pressure from home to resign.

_____32. (Women only). I didn't like all the publicity and pressures connected to being one of the first women in the Academy.

_____33. I thought the process of selecting the women for this program was very fair.

_____34. What things about the Academy and your experience here did you like best?

A.

B.

C.

-3	-2	-1	+1	+2	+3
STRONGLY DISAGREE	MODERATELY DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	MODERATELY AGREE	STRONGLY AGREE

_____35. What things about the Academy and your experience here did you like least?

A.

B.

C.

_____36. What are your main reasons for resigning at this time?

A.

B.

C.

_____37. What suggestions would you make for the Academy in the future?

A.

B.

C.

_____38. I do not object to wearing a uniform.

_____39. Firearms frighten me.

_____40. I would not fear being assigned work as a CHP beat Officer.

_____41. I anticipate no problem learning to drive a car at high speeds.

_____42. Female Officers should be expected to perform the same duties as a male Officer.

_____43. I do not think that I would be reluctant to arrest a person.

_____44. I was unable to provide necessary care to other family members.

_____45. I was unwilling to accept long term separation when assigned to a different area in the state.

_____46. I lacked the aggressiveness needed to be a law enforcement Officer.

-3	-2	-1	+1	+2	+3
STRONGLY DISAGREE	MODERATELY DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	MODERATELY AGREE	STRONGLY AGREE

_____47. I wish to remain associated with law enforcement but not as a Patrol Officer.

_____48. Is mandatory confinement at the Academy during your training a contributory factor in your decision to leave?

_____49. There was undue stress placed upon you as a cadet.

_____50. The morale of this class was high.

_____51. I harbor a fear of being injured.

ANNEX VI-A

CADET ASSIGNMENT CRITERIA

(SENIORITY SYSTEM)

CADET ASSIGNMENT CRITERIA

Effective August 16, 1971, the following criteria will establish policy and procedure for determining assignments of cadets graduating from the California Highway Patrol Academy.

Form 031-11 will be completed by each cadet in the graduating class giving the required information and listing, in order of preference, the Areas to which assignment is requested. In the remarks section any instances of hardship deserving of priority consideration will be included. Generally, only problems which have arisen since appointment will be considered. Documentation of the hardship may be required and should be included as an attachment to Form 031-11. Evaluation of the hardship condition will be made by the Academy Commander and included with the Form 031-11.

Criteria for determining priorities for initial assignments, after giving consideration to any hardship case, shall be follows:

1. Own home within commute distance of requested Area and have school age children.
2. Own home within commute distance of requested Area and have preschool age children.
3. Own home within commute distance of requested Area and have no children.
4. Rent home within commute distance of requested Area and have school age children.
5. Rent home within commute distance of requested Area and have preschool age children.
6. Remaining assignments will be according to seniority (list date, place on list).

IF THOSE IN FIRST FIVE CATEGORIES DO NOT GET THEIR FIRST CHOICE, OR COMMUTE DISTANCE OF 2ND CHOICE, PLACE THEM IN STRICT SENIORITY ORDER AS SHOWN IN #6.

ANNEX VI-B

CADET EVALUATION SHEET

CADET EVALUATION SHEET

This evaluation sheet will be used to obtain an overall rating of the potential for field performance of the WTOP Cadets.

To the right of each name will appear a scale like this:

1 2 3 4 5 6 7
Increasing potential

You should circle the number on the scale which indicates the cadet's relative potential to become a capable Traffic Officer.

It is important that you rank each cadet in relation to the other members of the cadet's class, not on an absolute scale. Using this as a guide, the cadet (or cadets) exhibiting the most potential as a capable Traffic Officer should be placed in rank 7. Similarly, the cadet (or cadets) with the least potential should be placed in rank 1, even though you feel that the cadet would make a capable Traffic Officer. Cadets not exhibiting either extreme should be ranked accordingly. Leave blank if not at all familiar with cadet.

The cadet's names are not placed in any particular order. Please give your responses without conferring with others. This will provide a more accurate representation of the ranking range. Consider the entire range of the scale. Avoid unconsciously clustering answers at the center or at one (or both) ends of the scale.

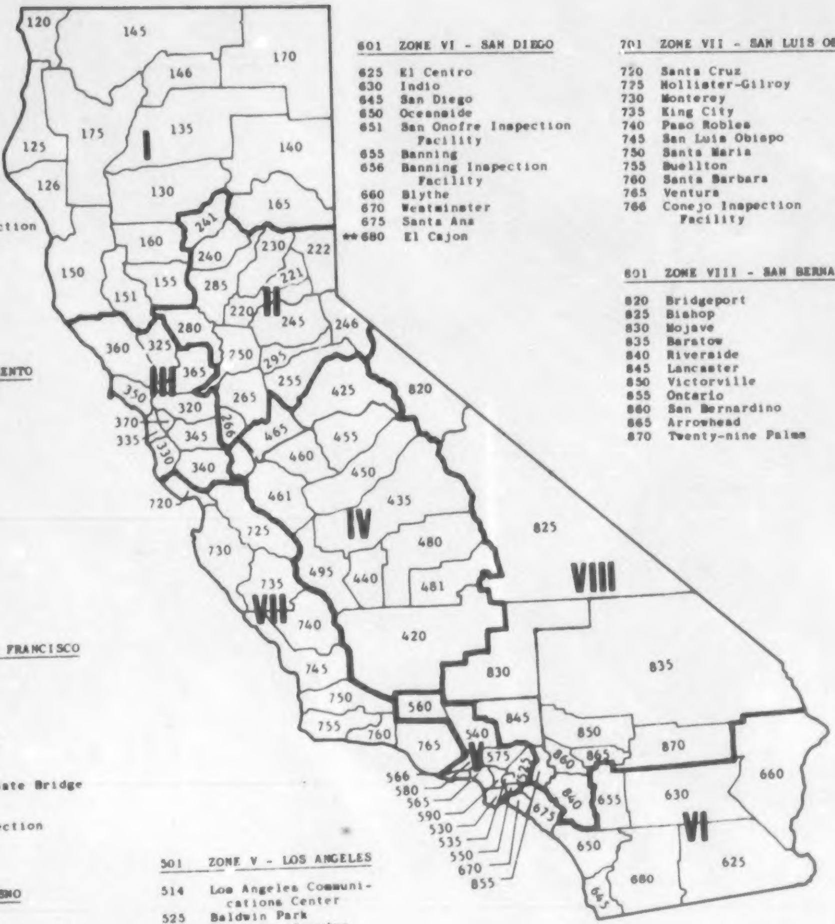
These evaluations will be confidential.

Name of Cadet	1 2 3 4 5 6 7 Increasing potential

ANNEX VI-C

CHP GEOGRAPHICAL ORGANIZATION

CHP GEOGRAPHICAL ORGANIZATION



101	ZONE I - REDDING
120	Crescent City
125	Humboldt
126	Garberville
130	Red Bluff
135	Redding
140	Susanville
145	Yreka
146	Mt. Shasta
147	Mt. Shasta Inspection Facility
150	Ukiah
151	Lakeport
155	Williams
160	Willows
165	Quincy
170	Alturas
175	Trinity River

201	ZONE II - SACRAMENTO
220	Auburn
221	Gold Run
222	Truckee
230	Grass Valley
240	Oroville
241	Chico
245	Placerville
246	Lake Valley
250	Sacramento
255	San Andreas
265	Stockton
266	Tracy
280	Woodland
285	Yuba-Sutter
295	Jackson

301	ZONE III - SAN FRANCISCO
320	Contra Costa
325	Napa
330	Redwood City
335	San Francisco
340	San Jose
345	Hayward
350	Marin-Golden Gate Bridge
360	Santa Rosa
365	Vallejo
366	Cordelia Inspection Facility
370	Oakland

401	ZONE IV - FRESNO
420	Bakersfield
424	Wheeler Ridge Inspection Facility
425	Sonora
435	Fresno
440	Hanford
450	Madera
455	Mariposa
460	Merced
461	Los Banos
* 465	Modesto
480	Visalia
481	Porterville
495	Coalinga

501	ZONE V - LOS ANGELES
514	Los Angeles Communications Center
525	Baldwin Park
530	South Los Angeles
535	East Los Angeles
540	Newhall
541	Castaic Inspection Facility
550	Santa Fe Springs
560	Tejon
565	West Los Angeles
566	Malibu
575	Glendale
580	West Valley
590	Central Los Angeles

601	ZONE VI - SAN DIEGO
625	El Centro
630	Indio
645	San Diego
650	Oceanside
651	San Onofre Inspection Facility
655	Banning
656	Banning Inspection Facility
660	Blythe
670	Westminster
675	Santa Ana
** 680	El Cajon

701	ZONE VII - SAN LUIS OBISPO
720	Santa Cruz
725	Hollister-Gilroy
730	Monterey
735	King City
740	Paso Robles
745	San Luis Obispo
750	Santa Maria
755	Buellton
760	Santa Barbara
765	Ventura
766	Conejo Inspection Facility

801	ZONE VIII - SAN BERNARDINO
820	Bridgeport
825	Bishop
830	Mojave
835	Barstow
840	Riverside
845	Lancaster
850	Victorville
855	Ontario
860	San Bernardino
865	Arrowhead
870	Twenty-nine Palms

** Effective May 1, 1976

ANNEX VI-D

MANAGEMENT MEMORANDUM NO. 73-13

DUTY ASSIGNMENT OF WTOP OFFICERS

ANNEX VI-D

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

Management Memorandum January 5, 1975

No. 75-13 (Expires: 6-9-75)

TO: All Field Commanders

DUTY ASSIGNMENT OF WTOP OFFICERS

The men and women of Cadet Training Class IV-74, the subjects of the Women Traffic Officer Project, are nearing the completion of their Academy training and will soon report to the Field. The Women Traffic Officer Project is continuing to move ahead and a new phase is about to begin. As you know, the project is mandated by Section 2266 of the Vehicle Code and requires the Department to employ an appropriate number of women to perform traffic law enforcement work, including their assignment to full patrol duty. With Academy training completed, the most important part of the WTOP study will begin January 28 when WTOP Officers report to their field assignments.

The men and women of the CTC IV-74 have been more carefully observed and evaluated than any other cadets in the Department's history. Each member of the class has been required to demonstrate an acceptable level of knowledge on the subjects taught at the Academy. Cadets who failed examinations on Academy courses have been required to do remedial work on the course and have been retested to insure their knowledge and understanding of the material being taught. Additionally, each officer has been required to demonstrate proficiency in performing a series of "critical tasks" which have been determined to be essential to an officer's success in the field. A comprehensive rating system has been developed to evaluate WTOP Officers' ability to perform "critical tasks" at the Academy and in the field. It is my intention to insure that their careful evaluation will continue throughout the remaining 18 months of the WTOP study period.

WTOP Officers have been assigned identification numbers from 8655 through 8727, and will report to field commands in 15 areas in Zones III, V, VI, and VIII on January 28, 1975.

These officers are to be assigned to patrol duty in the same manner as new officers have been in the past. These officers, both men and women, are to work, all shifts, all beats, and under all conditions required of any new traffic officer.

Commanders are to insure that WTOP Officers are assigned duties and dispatched to incidents on their assigned beats in the same manner as other officers have been in the past. Under no circumstances are WTOP Officers to be assigned to special duty, special shifts, or given special consideration on calls, beats, or assignments during the WTOP study period which ends July 1, 1976.

While it is essential that WTOP Officers be assigned in a fair and impartial manner, it is not my intention that they be treated with indifference or be exposed to hazards or working conditions beyond what is expected of any other new officer. As always, the officer's well-being and safety is to be a primary consideration in making any duty assignment.

I am confident that the officers graduating in CTC IV-74 are well prepared to perform the duties of a State Traffic Officer. Cadets who have continued to demonstrate an unacceptable level of knowledge and proficiency on courses taught at the Academy have been rejected during probation. Responsibility for continuing detailed but objective evaluation of WTOP Officers will soon rest with Field Commanders. Commanders are expected to take appropriate action to correct below standard performance; and if necessary, reject WTOP Officers who are unable to meet acceptable standards of performance.

As we begin the field evaluation of WTOP Officers, I am asking for your support and cooperation so that the Department can fairly and objectively determine the feasibility of employing women as traffic law enforcement officers.

OFFICE OF THE DEPUTY COMMISSIONER

ANNEX VI-E

MANAGEMENT MEMORANDUM NO. 75-107

ASSIGNMENT OF WTOP OFFICERS

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

Management Memorandum June 2, 1975

No. 75-107 (Expires: 1-1-76)

TO: All Commanders

ASSIGNMENT OF WTOP OFFICERS

The officers of Cadet Training Class IV-74, who are subjects of the Women Traffic Officer Project, have in most cases completed their field training period. Departmental identification numbers for the male officers are 8655 to 8685 and 8700 to 8727 for the female officers.

Management Memorandum 75-13, Duty Assignment of WTOP Officers, published January 5, 1975 sets forth field assignment policy for WTOP Officers. That Management Memorandum is to remain in effect until January 1, 1976. WTOP Officers, both men and women, are to be assigned to regular patrol duty until the conclusion of the project. Commanders are responsible for making periodic checks of shift and duty assignments to ensure that WTOP Officers are not being assigned to shifts or beats which would limit their exposure to the full range of enforcement duties. It is important that dispatchers and field supervisors assign calls on an equal basis and without regard for the sex of the officer.

Additionally, each WTOP Officer, both male and female, is to work at least one month on a shift without a partner. It is essential to the WTO Project that each officer be evaluated for at least one month, on the ability to perform patrol duty without assistance of a partner. An officer will be considered to meet this requirement if half or more of the regular shift is worked without a partner. This evaluation is to occur prior to the completion of the officer's probationary period which ends September 29, 1975. No special reporting is required as the officer's shift assignment can be obtained from the Forms 101 and 118 that are routinely submitted to Headquarters.

The Department is determined to fully evaluate the feasibility of employing women to perform all types of patrol duty. This evaluation can only be made through the assignment of project officers to all types of enforcement duty.

Commanders are to be fully aware of the project officer's performance and are to take appropriate corrective action in the event there are deficiencies.

The support and cooperation of Commanders has contributed substantially to the present success of the Women Traffic Officer Project. Through the continued monitoring and reporting of officer performance, the project data will conclusively demonstrate if it is feasible to employ women as regular members of the Department.

OFFICE OF THE ASSISTANT COMMISSIONER,
FIELD SERVICES

OPI: 001
DISTRIBUTION: A E G

ANNEX VII-A

1975 ATTITUDE SURVEY QUESTIONNAIRE

WOMEN TRAFFIC OFFICER PROJECT QUESTIONNAIRE

As part of a test program, the California Highway Patrol will soon be placing female Traffic Officers in this area to perform all the duties of a Highway Patrol Officer. These women have been carefully selected and given the same training that male Traffic Officers receive.

This questionnaire is a part of the test program. We are asking you to take a few minutes to read the reverse side of this page and give us your opinions. Your individual response to this questionnaire will be treated as confidential and you will remain completely anonymous.

Instructions

How do you expect the female Officers to perform the following tasks compared to male Officers with the same training and experience? For each statement on the back, circle the symbol which most closely indicates your feeling.

W++	I expect that the female Officers will probably perform much better than male Officers with the same training and experience.
W+	I expect that the female Officers will probably perform somewhat better than male Officers with the same training and experience.
W=M	I expect that the female Officers will probably perform equally as well as male Officers with the same training and experience.
M+	I expect that the male Officers will probably perform somewhat better than female Officers with the same training and experience.
M++	I expect that the male Officers will probably perform much better than female Officers with the same training and experience.

1/14/75

WOMEN TRAFFIC OFFICER PROJECT QUESTIONNAIRE

1. Stopping and making arrests of persons wanted for serious (felony) crimes.

   W++ W+ W=M M+ M++

2. Making physical arrests of persons wanted for routine offenses.

   W++ W+ W=M M+ M++

3. Using sufficient force to subdue combative persons.

   W++ W+ W=M M+ M++

4. Using good judgment in issuing citations.

   W++ W+ W=M M+ M++

5. Handling and using the shotgun.

   W++ W+ W=M M+ M++

6. Dealing effectively with traffic violators and issuing citations.

   W++ W+ W=M M+ M++

7. Recognizing traffic violations while operating the Patrol vehicle.

   W++ W+ W=M M+ M++

8. Taking command of accident scenes and other emergencies.

   W++ W+ W=M M+ M++

9. Safely operating a Patrol car in routine and emergency situations.

   W++ W+ W=M M+ M++

10. Maintaining personal control and dealing effectively with the public under stressful conditions.

    W++ W+ W=M M+ M++

11. Lifting and carrying prisoners or accident victims.

    W++ W+ W=M M+ M++

12. Investigating accidents and preparing written accident reports.

    W++ W+ W=M M+ M++

13. Giving first aid to victims of accidents or other emergencies.

    W++ W+ W=M M+ M++

14. Verbally expressing thoughts.

    W++ W+ W=M M+ M++

15. Recognizing, testing, and arresting drivers under the influence of alcohol or drugs.

    W++ W+ W=M M+ M++

16. Handling and using the revolver.

    W++ W+ W=M M+ M++

17. Testifying in court.

    W++ W+ W=M M+ M++

18. Acting as the second Officer in a two-Officer team on Patrol.

    W++ W+ W=M M+ M++

19. What is your overall opinion of the ability of men vs women as Traffic Officers?

    W++ W+ W=M M+ M++

Do you feel that women will be accepted as equals by other CHP Officers? Yes No

What is your sex? M F

What is your age? ______

VII-A-2

ANNEX VII-B

MANAGEMENT MEMORANDUM NO. 75-14

1975 ATTITUDE SURVEY METHODOLOGY

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

Management Memorandum

January 14, 1975

No. 75-14 (Expires: 1-31-75)

TO: Area and Zone Commands Receiving Trainees From CTC IV-74

PUBLIC AND DEPARTMENTAL ATTITUDE SURVEY

During the 1974 session of the State Legislature, Section 2266 of the Vehicle Code was passed and signed into law. This new legislation required the California Highway Patrol to conduct a comprehensive two-year study to determine the feasibility of employing women as regular members of the Department. That study is now in progress and is known as the Women Traffic Officer Project. An important part of the study is the determination of the attitudes of the public and members of the Department toward women Traffic Officers. Attitude surveys will be conducted in areas where women Traffic Officers are assigned, just prior to the date they first report to duty. A follow-up survey will be conducted several months after they have been in the field.

The initial survey is to be conducted in the following manner:

1. All uniformed personnel in the Area are to complete one of the enclosed survey questionnaires. It must be completed between January 21 and January 27, 1975. It is not necessary that personnel who are off duty from the 21st through the 27th complete the questionnaire.

2. The questionnaires will be distributed to all uniformed personnel beginning on January 21, 1975. Personnel are to complete the questionnaire without discussing their answers with other employees. Completed questionnaires are to be collected on or before January 27, 1975. The questionnaires are to be administered in such a manner as to insure anonymity of the person completing the questionnaire.

.. Beginning on January 21, members of the public who come into the Area Office to clear 62 Forms will be asked to complete one of the enclosed questionnaires while in the Office. The person completing the questionnaire should be allowed as much privacy as possible. The person should be told to place his completed questionnaire in a sealed envelope or other container (box with a slot in the top, etc.). This process will end at 2359 hours January 27, 1975, or when the required number of questionnaires has been completed, whichever comes first. The number of questionnaires which are to be completed by the public in each Area is stated on the attached list. The Malibu Substation Office may also be used to distribute questionnaires. No special handling of substation questionnaires is necessary.

4. The questionnaires completed by uniformed personnel are to be kept separate from those completed by the public.

5. The questionnaires completed by the public and by uniformed personnel are to be batched separately, identified and mailed to Analysis Section in Headquarters no later than January 29, 1975.

6. A number of extra questionnaires are included and may be used by Areas and Zones to conduct additional surveys of their own. Those surveys may be of special sub-populations such as ambulance drivers, allied police agencies and tow truck drivers. These surveys are for Area use and are not to be forwarded to Headquarters.

OFFICE OF THE DEPUTY COMMISSIONER

Distribution of Public Questionnaires

Area Command	Number of Questionnaires
San Francisco	132
Santa Ana	241
Baldwin Park	138
South Los Angeles	193
East Los Angeles	137
Santa Fe Springs	132
Pomona	93
West Los Angeles	148
Glendale	93
Westminster	127
Central Los Angeles	188
Barstow	105
El Centro	68
Indio	70
Riverside	135
Total	2,000

ANNEX VII-C

1975 ATTITUDE SURVEY RESULTS

ANNEX VII-C

1975 Departmental Personnel

Average Ratings by Question

Questionnaire	Ranking	Question	Average Rating
(12)	1.	Investigating accidents and preparing written accident reports.	2.97
(14)	2.	Verbally expressing thoughts.	3.08
(13)	3.	Giving first aid to victims of accidents or other emergencies.	3.09
(17)	4.	Testifying in court.	3.17
(4)	5.	Using good judgment in issuing citations.	3.25
(7)	6.	Recognizing traffic violations while operating the Patrol vehicle.	3.33
(6)	7.	Dealing effectively with traffic violators and issuing citations.	3.49
(16)	8.	Handling and using the revolver.	3.56
(9)	9.	Safely operating a Patrol car in routine and emergency situations.	3.82
(5)	10.	Handling and using the shotgun.	3.90
(15)	11.	Recognizing, testing, and arresting drivers under the influence of alcohol or drugs.	3.92
(18)	12.	Acting as the second officer in a two-officer team on patrol.	3.95
(10)	13.	Maintaining personal control and dealing effectively with the public under stressful conditions.	3.97
(8)	14.	Taking command of accident scenes and other emergencies.	4.03
(2)	15.	Making physical arrests of persons wanted for routine offenses.	4.14
(19)	16.	What is your overall opinion of the ability of men vs. women as Traffic Officers?	4.35
(1)	17.	Stopping and making arrests of persons wanted for serious (felony) crimes.	4.54
(11)	18.	Lifting and carrying prisoners or accident victims.	4.67
(3)	19.	Using sufficient force to subdue combative persons.	4.74

1975 Male Public

Average Ratings by Question

Number on Questionnaire	Ranking	Question	Average Rating
(13)	1.	Giving first aid to victims of accidents or other emergencies.	2.79
(12)	2.	Investigating accidents and preparing written accident reports.	2.80
(14)	3.	Verbally expressing thoughts.	2.85
(4)	4.	Using good judgment in issuing citations.	2.94
(17)	5.	Testifying in court.	2.96
(6)	6.	Dealing effectively with traffic violators and issuing citations.	2.99
(7)	7.	Recognizing traffic violations while operating the Patrol vehicle.	3.08
(18)	8.	Acting as the second officer in a two-officer team on patrol.	3.17
(10)	9.	Maintaining personal control and dealing effectively with the public under stressful conditions.	3.43
(9)	10.	Safely operating a Patrol car in routine and emergency situations.	3.43
(8)	11.	Taking command of accident scenes and other emergencies.	3.44
(16)	12.	Handling and using the revolver.	3.47
(15)	13.	Recognizing, testing, and arresting drivers under the influence of alcohol or drugs.	3.48
(5)	14.	Handling and using the shotgun.	3.65
(19)	15.	What is your overall opinion of the ability of men vs. women as Traffic Officers?	3.66
(2)	16.	Making physical arrests of persons wanted for routine offenses.	3.67
(1)	17.	Stopping and making arrests of persons wanted for serious (felony) crimes.	4.21
(11)	18.	Lifting and carrying prisoners or accident victims.	4.23
(3)	19.	Using sufficient force to subdue combative persons.	4.33

1975 Female Public

Average Ratings by Question

Number on Questionnaire	Ranking	Question	Average Rating
(14)	1.	Verbally expressing thoughts.	2.59
(12)	2.	Investigating accidents and preparing written accident reports.	2.70
(4)	3.	Using good judgment in issuing citations.	2.72
(13)	4.	Giving first aid to victims of accident or other emergencies.	2.73
(17)	5.	Testifying in court.	2.89
(6)	6.	Dealing effectively with traffic violators and issuing citations.	2.90
(7)	7.	Recognizing traffic violations while operating the Patrol vehicle.	2.95
(18)	8.	Acting as the second officer in a two-officer team on patrol.	3.10
(10)	9.	Maintaining personal control and dealing effectively with the public under stressful conditions.	3.14
(9)	10.	Safely operating a Patrol car in routine and emergency situations.	3.19
(8)	11.	Taking command of accident scenes and other emergencies.	3.23
(16)	12.	Handling and using the revolver.	3.23
(15)	13.	Recognizing, testing, and arresting drivers under the influence of alcohol or drugs.	3.39
(5)	14.	Handling and using the shotgun.	3.43
(19)	15.	What is your overall opinion of the ability of men vs. women as Traffic Officers?	3.46
(2)	16.	Making physical arrests of persons wanted for routine offenses.	3.51
(1)	17.	Stopping and making arrests of persons wanted for serious (felony) crimes.	3.93
(3)	18.	Using sufficient force to subdue combative persons.	4.04
(11)	19.	Lifting and carrying prisoners or accident victims.	4.17

ANNEX VII-D

MANAGEMENT MEMORANDUM NO. 75-246

PUBLIC AND DEPARTMENTAL ATTITUDE SURVEY

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

Management Memorandum

December 23, 1975

No. 75-246 (Expires: 2-13-76)

TO: Affected Zones and Areas

WOMEN TRAFFIC OFFICER PROJECT (WTOP) SURVEY OF THE PUBLIC AND CHP UNIFORMED PERSONNEL

This Management Memorandum requires no action by Zones and is for information purposes only. Affected Areas should take action as specified in the enclosed INSTRUCTIONS FOR WTOP AREAS.

The sixteen Areas where WTOP Officers are assigned will be the sites for a WTOP survey of the public and CHP uniformed personnel. The public survey questionnaires will be distributed from January 12 through January 28, 1976, and responses will be compiled by Analysis Section until February 13, 1976. The public will be given survey questionnaires by three groups of Traffic Officers: male WTOP Officers, female WTOP Officers, and randomly selected male Traffic Officers with more than three years of experience. The survey results will indicate if there is any significant difference between the performance of these Traffic Officer groups in the eyes of the public.

The performance of the male and female WTOP Officer groups will also be evaluated by all CHP uniformed personnel, except WTOP Officers, who are on duty sometime during the period January 12 through January 28, 1976. Their evaluation will be based on personal contacts with the Traffic Officer groups being evaluated. These uniformed personnel questionnaires should be bundled and mailed to Analysis Section by January 29, 1976.

All Traffic Officer groups will be evaluated in the performance of three types of duties which involve public contact. These are Motorist Services, Enforcement Actions, and Accident Investigations.

Three types of questionnaires will be distributed to the public, each aimed at one of the above types of duty. The questionnaire which CHP uniformed personnel (except WTOP Officers) will fill out is modified so that the individual who is completing the questionnaire will be able to evaluate, on a single form, male and female WTOP Officers performing all three types of duties. On the back of all the survey questionnaires, the questions from the January 1975 WTOP Attitude Survey will be repeated. This repetition will disclose any attitude changes.

The sixteen WTOP Areas are as follows:

- Zone III
  - Area 335
- Zone V
  - Areas 525, 530, 535, 550, 565, 566, 575, 590
- Zone VI
  - Areas 625, 630, 670, 675
- Zone VIII
  - Areas 835, 840, 855

The attached packages contain more detailed instructions to be used in distributing the WTOP Survey to the public and CHP uniformed personnel. A copy of this memo has been sent to Zone Commands.

OFFICE OF THE ASSISTANT COMMISSIONER ENCLOSURES
FIELD SERVICES

ANNEX VII-E

1976 ATTITUDE SURVEY QUESTIONNAIRES

ANNEX VII-E

PUBLIC QUESTIONNAIRE

MOTORIST SERVICE

The California Highway Patrol is evaluating several aspects of its State Traffic Officer Program. This questionnaire is part of that program. We are asking you to take a few minutes to read both sides of this questionnaire and to give us your opinions. Your individual response to this questionnaire will be treated as confidential, and you will remain completely anonymous. Do not include anything besides this questionnaire in the stamped, addressed envelope provided.

Instructions For This Side

You have just been contacted by a CHP Traffic Officer regarding a motorist service. We would appreciate your opinion of the Officer's performance on the job. Please read each question below and circle the number you feel best represents that Officer's performance. If a question does not apply to your contact, circle N/A.

Rating Scale:	1 Poor	2	3 Average	4	5 Excellent

N/A - Not Applicable

How well would you rate the Officer in the performance of the following tasks?

1.	Recognizing a traffic hazard that required attention.	1	2	3	4	5	N/A
2.	Using the proper resources and techniques necessary to service your needs.	1	2	3	4	5	N/A
3.	Directing persons or traffic.	1	2	3	4	5	N/A
4.	Dealing with any distressed individuals.	1	2	3	4	5	N/A
5.	Communicating with you.	1	2	3	4	5	N/A
6.	What is your overall evaluation of the performance of this Officer?	1	2	3	4	5	

PLEASE COMPLETE BOTH SIDES

***What is your sex? ☐ Male Female ☐

ATTITUDE SURVEY

Instructions For This Side

How do you feel about the ability of female Officers in general to perform the following tasks compared to male Officers in general, when both have the same training and experience? For each statement below, circle the symbol which most closely indicates your feeling.

W++	I expect that the female Officers will probably perform much better than male Officers.
W+	I expect that the female Officers will probably perform somewhat better than male Officers.
W=M	I expect that the female Officers will probably perform equally as well as male Officers.
M+	I expect that the male Officers will probably perform somewhat better than female Officers.
M++	I expect that the male Officers will probably perform much better than female Officers.

1.	Stopping and making arrests of persons wanted for serious (felony)crimes.	W++	W+	W=M	M+	M++
2.	Making physical arrests of persons wanted for routine offenses.	W++	W+	W=M	M+	M++
3.	Using sufficient force to subdue combative persons.	W++	W+	W=M	M+	M++
4.	Using good judgment in issuing citations.	W++	W+	W=M	M+	M++
5.	Handling and using the shotgun.	W++	W+	W=M	M+	M++
6.	Dealing effectively with traffic violators and issuing citations.	W++	W+	W=M	M+	M++
7.	Recognizing traffic violations while operating the Patrol vehicle.	W++	W+	W=M	M+	M++
8.	Taking command of accident scenes and other emergencies.	W++	W+	W=M	M+	M++
9.	Safely operating a Patrol car in routine and emergency situations.	W++	W+	W=M	M+	M++
10.	Maintaining personal control and dealing effectively with the public under stressful conditions.	W++	W+	W=M	M+	M++
11.	Lifting and carrying prisoners or accident victims.	W++	W+	W=M	M+	M++
12.	Investigating accidents and preparing written accident reports.	W++	W+	W=M	M+	M++
13.	Giving first aid to victims of accidents or other emergencies.	W++	W+	W=M	M+	M++
14.	Verbally expressing thoughts.	W++	W+	W=M	M+	M++
15.	Recognizing, testing, and arresting drivers under the influence of alcohol or drugs.	W++	W+	W=M	M+	M++
16.	Handling and using the revolver.	W++	W+	W=M	M+	M++
17.	Testifying in court.	W++	W+	W=M	M+	M++
18.	Acting as the second Officer [illegible] two-Officer team on Patrol.	W++	W+	W=M	M+	M++
19.	What is your overall opinion [illegible] ability of men vs women as Traffic Officers?	W++	W+	W=M	M+	M++

PLEASE COMPLETE BOTH SIDES

PUBLIC QUESTIONNAIRE

ENFORCEMENT ACTION

The California Highway Patrol is evaluating several aspects of its State Traffic Officer Program. This questionnaire is part of that program. We are asking you to take a few minutes to read both sides of this questionnaire and to give us your opinions. Your individual response to this questionnaire will be treated as confidential, and you will remain completely anonymous. Do not include anything besides this questionnaire in the stamped, addressed envelope provided.

Instructions For This Side

You have just been contacted by a CHP Traffic Officer regarding an enforcement action. We would appreciate your opinion of the Officer's performance on the job. Please read each question below and circle the number you feel best represents that Officer's performance. If a question does not apply to your contact, circle N/A.

Rating Scale:	1	2	3	4	5
	Poor		Average		Excellent

N/A - Not Applicable

How well would you rate the Officer in the performance of the following tasks ?

1. Recognizing your traffic or equipment violation.	1 2 3 4 5 N/A
2. Using good judgement in issuing traffic citations.	1 2 3 4 5 N/A
3. Explaining the reason for the enforcement action.	1 2 3 4 5 N/A
4. Maintaining control and dealing with the public under stressful conditions.	1 2 3 4 5 N/A
5. Safely operating the Patrol car in routine and emergency situations.	1 2 3 4 5 N/A
6. What is your overall evaluation of the performance of this Officer?	1 2 3 4 5

PLEASE COMPLETE BOTH SIDES

***What is your sex? ☐ Male Female ☐

ATTITUDE SURVEY

Instructions For This Side

How do you feel about the ability of female Officers in general to perform the following tasks compared to male Officers in general, when both have the same training and experience? For each statement below, circle the symbol which most closely indicates your feeling.

W++	I expect that the female Officers will probably perform much better than male Officers.
W+	I expect that the female Officers will probably perform somewhat better than male Officers.
W=M	I expect that the female Officers will probably perform equally as well as male Officers.
M+	I expect that the male Officers will probably perform somewhat better than female Officers.
M++	I expect that the male Officers will probably perform much better than female Officers.

1.	Stopping and making arrests of persons wanted for serious (felony)crimes.	W++	W+	W=M	M+	M++
2.	Making physical arrests of persons wanted for routine offenses.	W++	W+	W=M	M+	M++
3.	Using sufficient force to subdue combative persons.	W++	W+	W=M	M+	M++
4.	Using good judgment in issuing citations.	W++	W+	W=M	M+	M++
5.	Handling and using the shotgun.	W++	W+	W=M	M+	M++
6.	Dealing effectively with traffic violators and issuing citations.	W++	W+	W=M	M+	M++
7.	Recognizing traffic violations while operating the Patrol vehicle.	W++	W+	W=M	M+	M++
8.	Taking command of accident scenes and other emergencies.	W++	W+	W=M	M+	M++
9.	Safely operating a Patrol car in routine and emergency situations.	W++	W+	W=M	M+	M++
10.	Maintaining personal control and dealing effectively with the public under stressful conditions.	W++	W+	W=M	M+	M++
11.	Lifting and carrying prisoners or accident victims.	W++	W+	W=M	M+	M++
12.	Investigating accidents and preparing written accident reports.	W++	W+	W=M	M+	M++
13.	Giving first aid to victims of accidents or other emergencies.	W++	W+	W=M	M+	M++
14.	Verbally expressing thoughts.	W++	W+	W=M	M+	M++
15.	Recognizing, testing, and arresting drivers under the influence of alcohol or drugs.	W++	W+	W=M	M+	M++
16.	Handling and using the revolver.	W++	W+	W=M	M+	M++
17.	Testifying in court.	W++	W+	W=M	M+	M++
18.	Acting as the second Officer in a two-Officer team on Patrol.	W++	W+	W=M	M+	M++
19.	What is your overall opinion of the ability of men vs women as Traffic Officers?	W++	W+	W=M	M+	M++

PLEASE COMPLETE BOTH SIDES

PUBLIC QUESTIONNAIRE

ACCIDENT INVESTIGATION

The California Patrol is evaluating several aspects of its State Traffic Officer Program. This questionnaire is part of that program. We are asking you to take a few minutes to read both sides of this questionnaire and to give us your opinions. Your individual response to this questionnaire will be treated as confidential, and you will remain completely anonymous. Do not include anything besides this questionnaire in the stamped, addressed envelope provided.

INSTRUCTIONS FOR THIS SIDE

You have just been contacted by a Traffic Officer at the scene of an accident. We would appreciate your opinion of the Officer's performance on the job. Please read each question below and circle the number you feel best represents that Officer's performance. If a question does not apply to your contact, circle N/A.

Rating Scale:	1	2	3	4	5
	Poor		Average		Excellent

N/A - Not Applicable

How well would you rate the Officer in the performance of the following tasks?

1. Taking command at the accident scene. 1 2 3 4 5 N/A
2. Maintaining personal control and dealing with the public under stress. 1 2 3 4 5 N/A
3. Lifting and carrying accident victims. 1 2 3 4 5 N/A
4. Giving first aid to accident victims. 1 2 3 4 5 N/A
5. Investigating the accident. 1 2 3 4 5 N/A
6. What is your overall evaluation of the performance of this Officer? 1 2 3 4 5

PLEASE COMPLETE BOTH SIDES

***What is your sex? ☐ Male Female ☐

***What type of accident were you involved in?

☐ Fatal ☐ Injury ☐ Property Damage Only

ATTITUDE SURVEY

Instructions For This Side

How do you feel about the ability of female Officers in general to perform the following tasks compared to male Officers in general, when both have the same training and experience? For each statement below, circle the symbol which most closely indicates your feeling.

W++ I expect that the female Officers will probably perform much better than male Officers.

W+ I expect that the female Officers will probably perform somewhat better than male Officers.

W=M I expect that the female Officers will probably perform equally as well as male Officers.

M+ I expect that the male Officers will probably perform somewhat better than female Officers.

M++ I expect that the male Officers will probably perform much better than female Officers.

1.	Stopping and making arrests of persons wanted for serious (felony)crimes.	W++	W+	W=M	M+	M++
2.	Making physical arrests of persons wanted for routine offenses.	W++	W+	W=M	M+	M++
3.	Using sufficient force to subdue combative persons.	W++	W+	W=M	M+	M++
4.	Using good judgment in issuing citations.	W++	W+	W=M	M+	M++
5.	Handling and using the shotgun.	W++	W+	W=M	M+	M++
6.	Dealing effectively with traffic violators and issuing citations.	W++	W+	W=M	M+	M++
7.	Recognizing traffic violations while operating the Patrol vehicle.	W++	W+	W=M	M+	M++
8.	Taking command of accident scenes and other emergencies.	W++	W+	W=M	M+	M++
9.	Safely operating a Patrol car in routine and emergency situations.	W++	W+	W=M	M+	M++
10.	Maintaining personal control and dealing effectively with the public under stressful conditions.	W++	W+	W=M	M+	M++
11.	Lifting and carrying prisoners or accident victims.	W++	W+	W=M	M+	M++
12.	Investigating accidents and preparing written accident reports.	W++	W+	W=M	M+	M++
13.	Giving first aid to victims of accidents or other emergencies.	W++	W+	W=M	M+	M++
14.	Verbally expressing thoughts.	W++	W+	W=M	M+	M++
15.	Recognizing, testing, and arresting drivers under the influence of alcohol or drugs.	W++	W+	W=M	M+	M++
16.	Handling and using the revolver.	W++	W+	W=M	M+	M++
17.	Testifying in court.	W++	W+	W=M	M+	M++
18.	Acting as the second Officer in a two-Officer team on Patrol.	W++	W+	W=M	M+	M++
19.	What is your overall opinion of the ability of men vs women as Traffic Officers?	W++	W+	W=M	M+	M++

PLEASE COMPLETE BOTH SIDES

TRAFFIC OFFICER QUESTIONNAIRE

The Department is evaluating several aspects of its State Traffic Officer Program. This questionnaire is part of that program. We are asking you to take a few minutes to read both sides of this questionnaire and to give us your opinions. Your individual response to this questionnaire will be treated as confidential, and you will remain completely anonymous.

Instructions for This Side

On this side of the questionnaire we would like you to evaluate the performance of two categories of Traffic Officers. Your evaluation should be based on the performance of Officers with whom you have had personal professional contact. If you have not had such personal contact leave the box blank. A numerical rating from 1 to 5 should be marked in the appropriate box. This rating should reflect your overall evaluation of that group's performance of the indicated duty. Fractional ratings (e.g., $3\frac{1}{2}$) are acceptable.

Rating Scale:	1	2	3	4	5
	Poor		Average		Excellent

Category of Officer

Female WTOP Officers	Male WTOP Officers	Category of Duty
		MOTORIST SERVICES (recognizing traffic hazards, public communication, providing motorist services)
		ENFORCEMENT ACTIONS (in-custody arrests)
		ENFORCEMENT ACTIONS (all other actions)
		ACCIDENT INVESTIGATIONS (taking command at scene, giving first aid, investigation)

1. How long have you been with the California Highway Patrol?

☐ One to two years ☐ Six to ten years

☐ Three to five years ☐ More than ten years

PLEASE COMPLETE BOTH SIDES

ATTITUDE SURVEY

Instructions For This Side

How do you feel about the ability of female Officers in general to perform the following tasks compared to male Officers in general, when both have the same training and experience? For each statement below, circle the symbol which most closely indicates your feeling.

W++	I expect that the female Officers will probably perform much better than male Officers.
W+	I expect that the female Officers will probably perform somewhat better than male Officers.
W=M	I expect that the female Officers will probably perform equally as well as male Officers.
M+	I expect that the male Officers will probably perform somewhat better than female Officers.
M++	I expect that the male Officers will probably perform much better than female Officers.

1.	Stopping and making arrests of persons wanted for serious (felony) crimes.	W++	W+	W=M	M+	M++
2.	Making physical arrests of persons wanted for routine offenses.	W++	W+	W=M	M+	M++
3.	Using sufficient force to subdue combative persons.	W++	W+	W=M	M+	M++
4.	Using good judgment in issuing citations.	W++	W+	W=M	M+	M++
5.	Handling and using the shotgun.	W++	W+	W=M	M+	M++
6.	Dealing effectively with traffic violators and issuing citations.	W++	W+	W=M	M+	M++
7.	Recognizing traffic violations while operating the Patrol vehicle.	W++	W+	W=M	M+	M++
8.	Taking command of accident scenes and other emergencies.	W++	W+	W=M	M+	M++
9.	Safely operating a Patrol car in routine and emergency situations.	W++	W+	W=M	M+	M++
10.	Maintaining personal control and dealing effectively with the public under stressful conditions.	W++	W+	W=M	M+	M++
11.	Lifting and carrying prisoners or accident victims.	W++	W+	W=M	M+	M++
12.	Investigating accidents and preparing written accident reports.	W++	W+	W=M	M+	M++
13.	Giving first aid to victims of accidents or other emergencies.	W++	W+	W=M	M+	M++
14.	Verbally expressing thoughts.	W++	W+	W=M	M+	M++
15.	Recognizing, testing, and arresting drivers under the influence of alcohol or drugs.	W++	W+	W=M	M+	M++
16.	Handling and using the revolver.	W++	W+	W=M	M+	M++
17.	Testifying in court.	W++	W+	W=M	M+	M++
18.	Acting as the second Officer in a two-Officer team on Patrol.	W++	W+	W=M	M+	M++
19.	What is your overall opinion of the ability of men vs women as Traffic Officers?	W++	W+	W=M	M+	M++

PLEASE COMPLETE BOTH SIDES

ANNEX VII-F

1976 ATTITUDE SURVEY RESULTS

ANNEX VII-F

TABLE I

AVERAGE PUBLIC VS. OFFICER RESPONSES TO SERVICES PERFORMED BY VARIOUS TYPES OF OFFICERS, 1976*

(WOMEN TRAFFIC OFFICER PROJECT ATTITUDE SURVEY)

	Female WTOP	Male WTOP	Experienced Officer	All Officers (weighted)
PUBLIC SURVEY				
Motorist Services	4.71	4.66	4.72	4.69
Enforcement Action	4.11	4.03	4.41	4.21
Accident Investigation	4.44	4.19	4.61	4.43
All above categories (weighted)	4.44	4.37	4.57	4.47
UNIFORMED PERSONNEL SURVEY				
Motorist Services	2.93	3.53	--	3.23
Enforcement Action "In-Custody"	2.34	3.57	--	2.96
Enforcement Action "Other"	2.71	3.52	--	3.12
Accident Investigation	2.53	3.43	--	2.98

* All entries rounded to the nearest hundredth. The rating scale was: "Poor," 1.00; "Average," 3.00; "Excellent," 5.00.

TABLE II

RANKING OF SURVEY QUESTIONS BY UNIFORMED PERSONNEL AND THE PUBLIC, 1975 AND 1976*

(WOMEN TRAFFIC OFFICER PROJECT ATTITUDE SURVEY)

	Uniformed Personnel 1975		Public 1975		Uniformed Personnel 1976		Public 1976		
RANK	Average Response	Question Number	Question Number	Average Response	Average Response	Question Number	Question Number	Average Response	RANK
1	2.97	12	12	2.76	3.05	12	12	2.90	1
2	3.08	14	13	2.77	3.15	13	13	2.93	2
3	3.09	13	14	2.77	3.19	14	14	2.94	3
4	3.17	17	4	2.81	3.25	17	4	3.00	4
5	3.25	4	17	2.94	3.27	4	17	3.11	5
6	3.33	7	6	2.96	3.31	7	7	3.14	6
7	3.49	6	7	3.03	3.38	6	6	3.16	7
8	3.56	16	18	3.14	3.54	16	18	3.30	8
9	3.82	9	10	3.32	3.57	15	9	3.42	9
10	3.90	5	9	3.34	3.763	9	10	3.45	10
11	3.92	15	8	3.36	3.767	18	16	3.49	11
12	3.95	18	16	3.38	3.85	10	8	3.52	12
13	3.97	10	15	3.45	3.89	8	15	3.56	13
14	4.03	8	5	3.57	3.92	5	5	3.71	14
15	4.14	2	19	3.58	4.02	2	19	3.74	15
16	4.35	19	2	3.62	4.16	19	2	3.80	16
17	4.54	1	1	4.10	4.46	1	1	4.28	17
18	4.67	11	11	4.20	4.55	11	11	4.36	18
19	4.74	3	3	4.21	4.66	3	3	4.37	19

* The rating scale was: "Poor," 1.00; "Average," 3.00; "Excellent," 5.00.

TABLE III

AVERAGE RESPONSES TO SURVEY QUESTIONS
BY UNIFORMED PERSONNEL AND THE PUBLIC
1975 AND 1976 *

(WOMEN TRAFFIC OFFICER PROJECT ATTITUDE SURVEY)

	Average Responses				1976 minus 1975 Differences		Difference between Groups		
Question Number	1975 Uniformed Personnel	1976 Uniformed Personnel	1975 Public	1976 Public	1976 minus 1975 Uniformed Personnel	1976 minus 1975 Public	1975 Uniformed Personnel minus Public	1976 Uniformed Personnel minus Public	Question Number
1	4.54	4.46	4.10	4.28	-.08	.18	.44	.18	1
2	4.14	4.02	3.62	3.80	-.12	.18	.52	.22	2
3	4.74	4.66	4.21	4.37	-.08	.16	.53	.29	3
4	3.25	3.27	2.81	3.00	+.02	.19	.44	.27	4
5	3.90	3.92	3.57	3.71	+.02	.14	.33	.21	5
6	3.49	3.38	2.96	3.16	-.11	.20	.53	.22	6
7	3.33	3.31	3.03	3.14	-.02	.11	.30	.17	7
8	4.03	3.89	3.36	3.52	-.14	.16	.67	.37	8
9	3.82	3.76	3.34	3.42	-.06	.08	.48	.34	9
10	3.97	3.85	3.32	3.45	-.12	.13	.65	.40	10
11	4.67	4.55	4.20	4.36	-.12	.16	.47	.19	11
12	2.97	3.05	2.76	2.90	+.08	.14	.21	.15	12
13	3.09	3.15	2.77	2.93	+.06	.16	.32	.22	13
14	3.08	3.19	2.77	2.94	+.11	.17	.31	.25	14
15	3.92	3.57	3.45	3.56	-.35	.11	.47	.01	15
16	3.56	3.54	3.38	3.49	-.02	.11	.18	.05	16
17	3.17	3.25	2.94	3.11	+.08	.17	.23	.14	17
18	3.95	3.76	3.14	3.30	-.19	.16	.81	.46	18
19	4.35	4.16	3.58	3.74	-.19	.16	.77	.42	19

* The rating scale was: "Poor," 1.00; "Average," 3.00; "Excellent," 5.00.

TABLE IV

COMPARISON OF 1975 AND 1976 RESPONSES BY MALE AND FEMALE MEMBERS OF THE PUBLIC*

(WOMEN TRAFFIC OFFICER PROJECT ATTITUDE SURVEY)

	1975 Public Survey				1976 Public Survey				
RANK	Average Male Response	Question Number	Question Number	Average Female Response	Average Male Response	Question Number	Question Number	Average Female Response	RANK
1	2,79	13	14	2,59	2,86	13	12	2,91	1
2	2,80	12	12	2,70	2,88	12	14	2,92	2
3	2,85	14	4	2,72	2,91	14	13	3,00	3
4	2,94	4	13	2,73	2,98	4	4	3,02	4
5	2,96	17	17	2,89	3,05	6	17	3,14	5
6	2,99	6	6	2,90	3.07	17	7	3.21	6
7	3,08	7	7	2,95	3,07	7	18	3,22	7
8	3,17	18	18	3,10	3,30	18	6	3,28	8
9	3,43	10	10	3,14	3,31	9	10	3,37	9
10	3,43	9	9	3,19	3,43	16	8	3.48	10
11	3,44	8	8	3,23	3,45	10	16	3.48	11
12	3,47	16	16	3,23	3,49	8	9	3,54	12
13	3,48	15	15	3,39	3,53	15	15	3,55	13
14	3,65	5	5	3,43	3,67	5	5	3,67	14
15	3,66	19	19	3,46	3,72	19	19	3,71	15
16	3,67	2	2	3,51	3,76	2	2	3,80	16
17	4,21	1	1	3,93	4,33	1	1	4,15	17
18	4,23	11	3	4,04	4,37	11	11	4,32	18
19	4,33	3	11	4,17	4,37	3	3	4,33	19

* The rating scale was: "Poor," 1.00; "Average," 3.00; "Excellent," 5.00.

TABLE V

AVERAGE RESPONSES TO SURVEY QUESTIONS BY MEMBERS OF THE PUBLIC AFTER PERSONAL CONTACT WITH WTOP AND NON-WTOP OFFICERS, 1976*

(WOMEN TRAFFIC OFFICER PROJECT ATTITUDE SURVEY)

Question Number	Contact with Male WTOP Officers	Contact with Female WTOP Officers	Contact with Experienced CHP Officers
1	4.36	3.87	4.39
2	3.87	3.39	3.91
3	4.33	4.00	4.57
4	3.02	2.83	3.05
5	3.86	3.42	3.68
6	3.27	2.84	3.18
7	3.18	3.00	3.17
8	3.70	3.20	3.49
9	3.55	3.07	3.45
10	3.64	3.00	3.48
11	4.41	4.11	4.41
12	2.98	2.67	2.91
13	3.10	2.68	2.87
14	3.04	2.64	2.96
15	3.65	3.18	3.63
16	3.60	3.24	3.49
17	3.18	2.96	3.10
18	3.39	3.11	3.29
19	3.84	3.33	3.84

* The rating scale was: "Poor," 1.00; "Average," 3.00; "Excellent," 5.00.

ANNEX VIII-A

PERFORMANCE IN THE FIELD

RATINGS FOR THE ENTIRE FIELD TRAINING PERIOD

		AVERAGE RATING		NUMBER OF INDIVIDUALS RATED	
		Men	Women	Men	Women
1.	Making High Risk and Felony Vehicle Stops	3.0	2.9	11	6
2.	Making All Types of In-Custody Arrests	3.0	3.0	24	24
2a.	Making Routine Arrests*	3.1	3.1	30	27
2b.	Arresting Physically Combative Persons*	3.2	2.7	20	12
2c.	Using Force*	3.3	2.5	19	17
3.	Monitoring & Operating the Departmental Mobile Radio While Performing Field Enforcement Duty	3.0	2.9	30	27
4.	Willingly Implementing Departmental Enforcement Policy	3.1	3.1	30	27
5.	Effectively Using Firearms	3.4	3.2	25	26
6.	Stopping Vehicles For Routine Traffic Violations	3.1	2.9	30	27
7.	Issuing All Types of Enforcement Documents	3.0	3.2	30	27
8.	Recognizing Unsafe or Illegal Traffic Conditions While Operating Patrol Vehicle	3.0	3.0	30	27
9.	Taking Charge at Accident scenes or other Emergencies	2.9	3.0	30	27
10.	Safely Operating a Patrol Vehicle in All Circumstances	3.1	3.0	30	27
11.	Maintaining Personal Control & Effectively Dealing with the Public during Stressful Situations	3.2	3.3	28	26
12.	Lifting and Carrying Prisoners or Accident Victims in Varying Terrain	3.0	3.0	4	7
13.	Investigating & Preparing Written Reports on Traffic Accidents, Arrests, etc.	2.9	3.2	30	27
14.	Administering First Aid	3.2	3.4	5	9
15.	Verbally Expressing Thoughts and Describing Events	3.1	3.2	30	27
16.	Recognizing the Symptons of "Under the Influence" Drivers and Administering the Field Sobriety Test	3.1	3.1	30	27
17.	Overall Performance Rating as a Traffic Officer	3.0	2.9	30	27

* Sub-tasks of Critical Task 2. The other critical tasks also had sub-tasks, but those sub-task ratings agreed more closely with the individual critical task ratings.

FIELD PERFORMANCE RATINGS
MARCH THROUGH JUNE, 1975

		SUPERVISORS' AVERAGE RATING		NUMBER OF INDIVIDUALS RATED	
		Men	Women	Men	Women
1.	Making High Risk & Felony Vehicle Stops	2.9	3.0	9	7
2.	Making All Types of In-Custody Arrests	3.0	3.0	26	18
2a.	Making Routine Arrests*	3.1	3.1	27	21
2b.	Arresting Physically Combative Persons*	3.2	3.1	14	7
2c.	Using Force*	3.1	3.2	10	9
3.	Monitoring & Operating the Departmental Mobile Radio While Performing Field Enforcement Duty	3.0	3.1	30	24
4.	Willingly Implementing Departmental Enforcement Policy	3.1	3.1	30	24
5.	Effectively Using Firearms	3.1	3.1	26	22
6.	Stopping Vehicles for Routine Traffic Violations	3.1	3.1	30	23
7.	Issuing All Types of Enforcement Documents	3.1	3.2	30	23
8.	Recognizing Unsafe or Illegal Traffic Conditions While Operating Patrol Vehicle	3.1	3.1	30	22
9.	Taking Charge at Accident Scenes or Other Emergencies	3.0	3.1	24	16
10.	Safely Operating a Patrol Vehicle in All Circumstances	3.0	3.1	28	23
11.	Maintaining Personal Control & Effectively Dealing with the Public during Stressful Situations	3.1	3.2	21	15
12.	Lifting & Carrying Prisoners or Accident Victims in Varying Terrain	3.0	N/A	2	0
13.	Investigating & Preparing Written Reports on Traffic Accidents, Arrests, etc.	3.0	3.2	30	24
14.	Administering First Aid	3.0	3.5	2	2
15.	Verbally Expressing Thoughts & Describing Events	3.1	3.3	29	24
16.	Recognizing the Symptons of "Under the Influence" Drivers & Administering the Field Sobriety Test	3.2	3.2	26	21
17.	Overall Performance Rating as a Traffic Officer	3.0	3.1	30	24

* Sub-tasks of the initial task,"Making All Types of In-Custody Arrests." This critical task also has a sub-task, "Making Routine Arrests."

FIELD PERFORMANCE RATINGS
JULY THROUGH SEPTEMBER, 1975

		SUPERVISORS' AVERAGE RATING		NUMBER OF INDIVIDUALS RATED	
		Men	Women	Men	Women
1.	Making High Risk & Felony Vehicle Stops	3.2	1.0	5	1
2.	Making All Types of In-Custody Arrests	3.3	3.2	19	18
2a.	Making Routine Arrests*	3.3	3.3	25	20
2b.	Arresting Physically Combative Persons*	3.3	3.0	12	10
2c.	Using Force*	3.1	3.0	8	5
3.	Monitoring & Operating the Departmental Mobile Radio While Performing Field Enforcement Duty	3.2	3.3	28	23
4.	Willingly Implementing Departmental Enforcement Policy	3.2	3.2	28	23
5.	Effectively Using Firearms	3.5	3.1	25	18
6.	Stopping Vehicles for Routine Traffic Violations	3.1	3.2	28	23
7.	Issuing All Types of Enforcement Documents	3.2	3.3	28	23
8.	Recognizing Unsafe or Illegal Traffic Conditions While Operating Patrol Vehicle	3.2	3.2	26	23
9.	Taking Charge at Accident Scenes or Other Emergencies	3.2	3.1	18	18
10.	Safely Operating a Patrol Vehicle in All Circumstances	3.1	3.1	26	22
11.	Maintaining Personal Control & Effectively Dealing with the Public during Stressful Situations	3.3	3.3	15	16
12.	Lifting & Carrying Prisoners or Accident Victims in Varying Terrain	3.0	3.0	2	1
13.	Investigating & Preparing Written Reports on Traffic Accidents, Arrests, etc.	3.2	3.3	28	23
14.	Administering First Aid	3.0	3.0	2	2
15.	Verbally Expressing Thoughts & Describing Events	3.2	3.3	28	23
16.	Recognizing the Symptons "Under the Influence" Drivers & Administering the Field Sobriety Test	3.2	3.4	27	20
17.	Overall Performance Rating as a Traffic Officer	3.2	3.1	28	23

* Sub-tasks of Critical Task 2. The other critical tasks also had sub-tasks, but those sub-task ratings agreed more closely with the critical task ratings.

FIELD PERFORMANCE RATINGS
OCTOBER THROUGH DECEMBER, 1975

		SUPERVISORS' AVERAGE RATING		NUMBER OF INDIVIDUALS RATED	
		Men	Women	Men	Women
1.	Making High Risk & Felony Vehicle Stops	3.5	3.0	6	4
2.	Making All Types of In-Custody Arrests	3.4	3.2	25	18
2a.	Making Routine Arrests*	3.5	3.3	25	20
2b.	Arresting Physically Combative Persons*	3.6	2.6	12	10
2c.	Using Force *	3.4	3.0	16	12
3.	Monitoring & Operating the Departmental Mobile Radio While Performing Field Enforcement Duty	3.5	3.4	28	21
4.	Willingly Implementing Departmental Enforcement Policy	3.5	3.3	28	21
5.	Effectively Using Firearms	3.5	3.4	25	18
6.	Stopping Vehicles for Routine Traffic Violations	3.4	3.2	26	20
7.	Issuing All Types of Enforcement Documents	3.5	3.5	28	21
8.	Recognizing Unsafe or Illegal Traffic Conditions While Operating Patrol Vehicle	3.4	3.2	27	21
9.	Taking Charge at Accident Scenes or Other Emergencies	3.5	3.1	20	16
10.	Safely Operating a Patrol Vehicle in All Circumstances	3.4	3.2	27	21
11.	Maintaining Personal Control & Effectively Dealing with the Public during Stressful Situations	3.6	3.3	16	13
12.	Lifting & Carrying Prisoners or Accident Victims in Varying Terrain	3.5	3.0	4	3
13.	Investigating & Preparing Written Reports on Traffic Accidents, Arrests, etc.	3.4	3.3	28	21
14.	Administering First Aid	3.5	3.6	6	5
15.	Verbally Expressing Thoughts & Describing Events	3.5	3.5	27	21
16.	Recognizing the Symptoms of "Under the Influence" Drivers & Administering the Field Sobriety Test	3.5	3.4	25	20
17.	Overall Performance Rating as a Traffic Officer	3.5	3.2	28	21

* Sub-tasks of Critical Task 2. The other critical tasks also had sub-tasks, but those sub-task ratings agreed more closely with the critical task ratings.

ANNEX VIII-B

MANAGEMENT MEMORANDUM NO. 76-21

REPORTING OF UNUSUAL OCCURRENCES INVOLVING WTOP OFFICERS

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

Management Memorandum

February 5, 1976

No. 76-21 (Expires: 7-1-76)

TO: All Commanders

REPORTING OF UNUSUAL OCCURRENCES INVOLVING WTOP OFFICERS

The period for collecting performance reports on male and female Women Traffic Officer Project officers ended January 1, 1976.

Twenty-two women and twenty-seven men remaining in the project have been continually evaluated by supervisory personnel in their assigned areas for an 11-month period. Headquarters' personnel have monitored these supervisory ratings, however, all individual evaluations of officer performance have been made by field training and supervisory personnel.

The method developed to evaluate the officer's Academy and field performance during the study period is the Critical Task Rating List, CHP Form 118. The final monthly evaluations supplied to Headquarters for the December, 1975 rating period show that all project officers are performing at an overall satisfactory or better level.

Three of the final performance ratings for women officers showed below standard ratings on their ability to make all types of in-custody arrests. In each of these three cases, the Area Commanders have interviewed the officers and their supervisors. They have concluded that although the women officers were not physically as strong as the suspects they were arresting - 6'0", 185 lb. and 5'10", 180 lb. males - use of proper enforcement tactics would have allowed the officers to effect the arrest in an acceptable manner. The officers involved in the incidents have been counseled and their Commanders are satisfied that no further corrective action is necessary.

Because of the recent cases involving physical resistance to arrest, WTOP Areas are to submit reports when project officers are involved in combative arrest situations. Reports are also required when prisoners or accident victims must be lifted or carried by WTOP officers. Reports on successful and unsuccessful occurrences are required for both male and female project officers until May 1, 1976.

If reports on prior instances of this nature are reasonably available, copies of these reports along with memorandums reporting new occurrences, are to be submitted directly to Headquarters' Analysis Section with a copy to Zone. The reports should be accompanied by copies of related arrest reports, injury reports, or other documents which explain the circumstances surrounding the incident, as well as the size of suspects or accident victims, degree of resistance offered, and amount of force used to complete the arrest.

This information will be of value in assessing the performance of project officers in circumstances where unusual amounts of physical strength or use of force are necessary. Ultimately, the data will be used to evaluate the importance of an officer's size and strength in relation to performing all types of road patrol activities.

Both male and female WTOP officers have attained permanent civil service status in their respective job classifications. Performance deficiencies should be corrected through training and supervisory guidance as is done with all other Departmental employees.

It is expected that women who are successfully performing their duties in the job classification of Traffic Officer, California Highway Patrol, will be reclassified to the position of State Traffic Officer upon conclusion of the project in July, 1976. All State Traffic Officer seniority rights and other job benefits will accrue from their date of employment, September 30, 1974.

OFFICE OF THE COMMISSIONER

ANNEX VIII-C

DAILY REPORT OF UNUSUAL OCCURRENCES

DECEMBER 1975

ANNEX VIII-C

DAILY REPORTS OF UNUSUAL OCCURRENCE

DECEMBER 1975

Field Commands are required by Departmental policy to report unusual occurrences to Headquarters by teleprinter. The following is a chronological listing of unusual occurrences involving assistance to allied agencies, assaults, injuries, pursuits, and other significant events that were reported to Headquarters during December 1975.

DATE	TIME	AREA OFFICE
1	0723	San Bernardino

Enroute to assist at a felony hit-and-run, Officer R. G. Kauffman was involved in a traffic collision while attempting to avoid a vehicle which had changed lanes in front of his Patrol vehicle. The officer lost control of his vehicle, striking the concrete center median. Officer Kauffman was hospitalized for a nose laceration and contusions to upper left chest and left leg.

1	1100	Willows

Officer J. W. Berry was hospitalized and underwent surgery for a ruptured artery believed to have been caused by physical exertion in effecting a drunk driver arrest.

2	1045	San Diego

Officer R. G. McLean was released from the hospital, where he had been in neck traction as a result of a serious whiplash injury. He will continue therapy at home and be off work for at least 30 more days.

DATE TIME AREA OFFICE

4 1615 Chico

Approximately 150 students and faculty members are conducting a non-violent sit-in demonstration at California State University, Chico, protesting the decision to arm campus police officers. The demonstration is peaceful, involving discussions between campus administrators and protestors.

8 1230 Chico

Students and faculty continuing their non-violent sit-in at the California State University, Chico campus. There have been no arrests.

5 0130 Los Banos

Approximately 2159 hours on 12/4/75, Officer Alfred R. Turner observed a vehicle with a defective head lamp. He made the stop, alighted from his Patrol unit and approached the driver's side of the vehicle. The driver stepped from his vehicle and opened fire while running at the officer. Officer Turner was hit and fell to the ground, regained his footing, and was hit again and fell a second time. Again the officer regained his footing, returning fire and striking the subject five times.

Officer Turner sustained gun shot wounds to his left arm, left shoulder and groin. Officer Turner was hospitalized and his condition listed as serious, but stable. A second suspect seated in the right front seat of the suspect vehicle was not involved in the exchange of gunfire. During the next 12 days numerous other reports were made to Headquarters on the status of Officer Turner. Unfortunately, the officer died at 1155 hours on December 16, 1975 as a result of gunshot wounds received during the incident.

6 0305 Ventura

An intoxicated 22-year old male, whose vehicle became inoperable, threw a rock at a passing vehicle. The driver of the passing vehicle turned around and ran over the subject who threw the rock, causing fatal injuries. Suspect booked by CHP for felony manslaughter.

<table>
<tr><th>DATE</th><th>TIME</th><th>AREA OFFICE</th></tr>
<tr><td>6</td><td>0545</td><td>Ventura</td></tr>
<tr><td colspan="3">On-duty Officers G. C. Hardman and T. R. Brummett stopped at a liquor store to buy cigarettes. As Officer Hardman entered the store, Officer Brummett observed a male coming out of the store with a gun in his hand. Officer Brummett drew his weapon and placed the subject under arrest. Subject has just robbed the liquor store.</td></tr>
<tr><td>8</td><td>0215</td><td>San Jose</td></tr>
<tr><td colspan="3">Officers L. C. Horne and M. R. Armstrong were involved in a two-minute pursuit in the City of Sunnyvale. The suspect was taken into custody for drunk driving.</td></tr>
<tr><td>8</td><td>1130</td><td>Santa Ana</td></tr>
<tr><td colspan="3">First report of fire in Silverado Canyon (east central area of Orange County). CHP personnel have maintained roadblocks.</td></tr>
<tr><td>10</td><td>0308</td><td>Indio</td></tr>
<tr><td colspan="3">Riverside County Sheriff's Office units responding to a robbery in progress, surrounded the building, trapping the three suspects Two 2-man CHP units responded to provide traffic control for approximately two hours during the negotiations of the suspects' surrender.</td></tr>
<tr><td>10</td><td>1340</td><td>Visalia</td></tr>
<tr><td colspan="3">Officer T. G. Thompson sustained moderate injuries in a Patrol car vs. truck traffic collision. Officer Thompson was treated at the hospital and released.</td></tr>
</table>

DATE	TIME	AREA OFFICE
10	1345	Chico

CHP Chico Area received a telephone call from a supposedly young male reporting that "there is a bomb in one of your Patrol vehicles due to go off at 2 p.m." Information provided to the following via Chico Central Dispatch: Chico Area Units, Oroville, Willows, Williams, Yuba City, Zone I, Headquarters Message and Dispatch and Zone II Headquarters. Information also provided to all police departments in Butte County and the Butte County Sheriff's Office.

Patrol vehicles assigned to Chico Area are being checked at this time. All personnel have been instructed to conduct a search of each vehicle. Patrol vehicles are being relocated clear of buildings and beat officers will be instructed to exit their vehicles prior to 2 p.m., until such time as in their opinion it is safe to return.

11	0420	San Bernardino

Broadcast of a robbery was monitored by Officers R. Guzik and B. Marble. Suspect vehicle observed and apprehended by the officers.

11	1530	CHP Headquarters

Department of Corrections will be transporting seven prisoners from San Quentin to Los Angeles to testify at the Little/Remiro trial in Los Angeles. All seven are considered extreme security risks. Department of Corrections has requested that our personnel be advised of their itinerary in case assistance is needed.

13	2220	Bulleton

Officer J. C. Gillibrand, while on a traffic stop, was struck by a passing vehicle. Preliminary examination indicates no fractures; however, both ankles are swollen and the muscles in the back of the calves may have suffered some crushing. A witness following the vehicle that struck the officer states he could see the officer clearly.

DATE TIME AREA OFFICE

14 0348 Ukiah

Officer R. L. Bakker suffered a massive coronary on 12/14 and expired at 0300 hours on the same date. Officer Bakker had been assigned to special duty.

16 1730 Marin-Golden Gate

A male and female, dressed in circus acrobatic apparel and carrying a balancing bar with flags at both ends, proceeded to climb the main cable from the south tower of the Golden Gate Bridge. Halfway up, they were stopped. The press media were in attendance due to prior information provided them by the subjects. Subjects were cited for trespassing and released.

18 1145 Riverside

Riverside Sheriff's Department advised CHP of an expected racial riot at a local high school this date during the noon hour. It is not expected that CHP will be involved unless a valid officer-in-distress call is initiated.

20 1400 Bakersfield

Southern Pacific Railroad police have received unconfirmed reports that militant groups may attempt to disrupt the Freedom Train, possibly by the use of explosives. Between November 26 and December 15, 1,500 pounds of high explosives have been stolen in the Bakersfield area. CHP has been requested to be alert for any unusual or suspicious activities on or near SP tracks.

24 2030 Hollister-Gilroy

Officer J. A. Warren was turning left on a green arrow in Hollister when the suspect ran a red light, hitting the CHP unit broadside, causing damage to both vehicles and minor injury to two persons in the drunk driver vehicle. There were no visible signs of injury.

DATE TIME AREA OFFICE

27 2040 San Jose

Officer W. S. Kasparian received injuries to both knees when he was kicked in the right knee by a subject who he was helping to subdue. Officer Kasparian fell to the ground, injuring his left knee.

28 0350 Central Los Angeles

At approximately 2238 hours a Central Los Angeles Unit attempted to assist a South Los Angeles unit in making a stop on the Harbor Freeway. An extended pursuit ensued on several different freeways. Subject attempted to ram CHP units several times. Central Los Angeles units handled arrest for assault with a deadly weapon and drunk driving.

28 1225 Oceanside

Officers D. Speck, A. Kreipl and L. Cox responded to the scene of a subject contemplating suicide and described as armed and potentially dangerous to others. Subject's vehicle was overturned and contained two shotguns. Subject was arrested at gunpoint, offering no resistance. He was unarmed and drunk. The following weapons were found in the vehicle: pellet pistol, Ruger 22 revolver pistol, 30.06 rifle with scope, 22 caliber rifle with scope and two 12-gauge shotguns. All weapons were unloaded and ammunition was in the vehicle. Subject was booked at Oceanside P.D. for being drunk in public.

28 2130 San Diego

While investigating a traffic accident, Officer J. L. Steel was injured when a vehicle crashed into the accident scene. The vehicle struck Officer Steel and dragged him a short distance down the highway. Officer Steel sustained a hairline fracture of the right femur extending down to the right knee, additional minor abrasions to the right leg and left hand.

DATE	TIME	AREA OFFICE
29	0250	Redwood City

Officers J. Patrick and B. Keaster stopped a vehicle for an equipment violation. During the stop, the driver resisted arrest and attempted to enter his home. Subject and subject's brother proceeded to assault the officers. Both officers sustained minor cuts and bruises while taking the subjects into custody.

DATE	TIME	AREA OFFICE
31	0515	Hayward

Officers G. L. Pointer and J. G. Wilson stopped a vehicle containing subjects wanted for investigation of possessing drugs. Subsequent investigation resulted in the arrest of the subjects for driving under the influence of narcotics, possession of narcotics, carrying a concealed weapon, carrying a loaded firearm, possession of stolen property, and four counts of murder.

DATE	TIME	AREA OFFICE
1/1/76	1000	Westminster

Long Beach Police Department officer responding to an "unknown trouble" call was shot and killed. Long Beach P.D. put out an "officer-needs-assistance," "shots fired," "officer-pinned-down" call. CHP Officers J. D. Vaughan, W. D. Dillahunty, and T. J. O'Donnell responded. During exchange of gunfire between Long Beach P.D. and the two suspects were killed. No shots were fired by CHP officers.

ANNEX VIII-D

ASSAULTS ON CHP

THIRD QUARTER OF 1975

ANNEX VIII-D

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

ASSAULTS ON CHP

	Third QUARTER 1975								TOT.	1975 YEAR TO DATE								TOT.
ZONE	I	II	III	IV	V	VI	VII	VIII		I	II	III	IV	V	VI	VII	VIII	
NO. OF ALL ASSAULTS	1	2	7	3	5	2	4	3	27	6	6	20	6	15	20	12	8	93
PERCENTAGE																		
OF ALL ASSAULTS	4	7	26	11	19	7	15	11	100	6	6	22	6	16	22	13	9	100
CONFIRMED																		
YES (FIRM EVIDENCE)	1	2	7	3	5	2	4	3	27	5	6	20	6	15	19	12	8	92
NO															1			1
INJURIES																		
KILLED																		
INJURED		2	5	3	3	2	3	3	21	2	6	15	5	7	19	5	5	64
WEAPON USED																		
RIFLE	1				1				2	3		1		2				6
HANDGUN			1						1			2		2	1	3	1	9
SHOTGUN																		
KNIFE			1						1			1				1		2
CLUB (INCL. CHAINS & WHIPS)										1	1				1		1	4
MOTOR VEHICLE							3		3				1	2	2	5		10
FIRE																		
OTHER (MISSILE, EXPL., ANIMAL)				1					1			1	1			1		3
NO WEAPON (HANDS & FEET ONLY)		2	5	2	4	2		3	19	2	5	15	4	9	16	2	6	59
DUTY ACTIVITY																		
ROUTE PATROL (MOVING)			1				1	1	3	1		2		2		3	2	10
PARKED					1				1					1				1
PHYSICAL ARREST			4	2	3	2	2	2	15	2	3	12	4	8	16	4	5	54
TRAFFIC STOP			1						1	1		3	1	3	4	2	1	15
ACCIDENT INVESTIGATION			1		1				2			3		1		1		5
DIRECTING TRAFFIC																		
PVI LANE																		
CROWD CONTROL			1	1					2	1		1	1			1		4
INVESTIGATION (AUTO THEFT, ETC.)	1	1					1		3	1	1					1		3
LUNCH/REST STOP																		
CHP OFFICE																		
OFF DUTY											1							1

TIME OF DAY	QUARTER						TOTAL	YEAR TO DATE						TOTAL
	0001-0400	0401-0800	0801-1200	1201-1600	1601-2000	2001-2400		0001-0400	0401-0800	0801-1200	1201-1600	1601-2000	2001-2400	
	15	2	2	1	13	4	27	38	4	7	3	12	29	93

CHP 127 (Rev 1-74)

DESTROY PREVIOUS EDITION

ASSAULTS ON CHP
Third Quarter 1975

- The number of assaults during this reporting period decreased by 27% over the Second Quarter of 1975 (27 compared to 38).

- The number of assaults reported during the first nine months of 1975 increased 19% over the same period last year (93 compared to 66).

- Zone III reported the greatest number of assaults (7 of 27) during this reporting period and accounted for 22% (20 of 93) of the total number of arrests to date.

- Sixty-three percent (59 of 93) were committed without the use of weapons (hands and feet only) to date.

- Assaults during "Physical Arrest" are still the major duty activity in which the majority of officers are injured (58% of total) during the first nine months of 1975.

- The time reported from 2001-0400 hours remains the period during which most assaults occur (67 of the 93).

CHP ASSAULTS

Third Quarter 1975

July 4 - 0340 Hours - Riverside Area

While being handcuffed behind his back, a drunk driving suspect, who had otherwise been peaceful and cooperative, suddenly kicked backward at Officer D. E. Lindsey (#6848) and swung around swinging his fists. During the subsequent struggle to subdue the fighting suspect, Officer Lindsey injured his hand.

July 6 - 0500 Hours - Los Banos Area

While still at the booking desk, after being booked on charges of public intoxication, a suspect suddenly struck Officer F. L. Bridges (#6223) on the chin with a fist. Officer Bridges suffered an injury to his thumb during a subsequent struggle to subdue the suspect.

July 8 - 2000 Hours - San Jose Area

While handcuffing a drunk driving suspect, Officer M. A. Callaway (#6920) was injured when the suspect suddenly whirled around and struck him below the left ear with an elbow. The Officer's wrist was injured while fending off other blows thrown by the suspect during a struggle to subdue him.

July 17 - 1445 Hours - Trinity River Area

When he rounded a curve on SR 3 near Hayfork, during the pursuit of a stolen vehicle, Officer R. W. Ericson (#3522) found that the suspect had lost control of the vehicle, spun and was sitting in the car with a rifle leveled out the window. As Officer Ericson ducked down in the seat and began backing his unit away, a deputy who had arrived at the scene disarmed the suspect, who said later that had the deputy not been present, he would have shot the CHP officer.

July 23 - 0030 Hours - East Los Angeles Area

While leaning against the patrol car and being searched with his hands cuffed behind him, a suspect kicked Officer S. R. Parsley (#8422) in the leg.

July 26 - 2350 Hours - Santa Fe Springs Area

When he was commanded to stop fighting by Officer M. D. Devine (#8524), one of two combatants at the scene of a traffic accident advanced on the officer and struck him with closed fists before the officer had a chance to get completely out of the patrol car. With the help of Officer Devine's partner, the subject was subdued and placed under arrest.

July 30 - 0106 Hours - Ventura Area

While fleeing from an allied agency unit, a speeding suspect attempted to ram Officers J. R. Hinson (#7991) and J. E. Genn (#7538) headon, missing them only by inches. Later in the pursuit, in which another CHP unit also became involved, the same officers were rammed in the rear by the suspect when they gained a lead position and managed to slow the suspects speed. After the rear-end crash, the suspect stopped and was taken into custody. No injuries were reported.

August 1 - 0045 Hours - Riverside Area

Officer L. L. Orchard (#8457) and R. A. Scholl (#8456) ordered a hitchhiking pedestrian to get out of the middle of the road and show some identification. The subject advanced on Officer Orchard with clenched fists and attempted to strike him. Before overpowering the belligerent subject, both officers were slightly injured when they were thrown to the ground during a struggle.

August 6 - 0955 Hours - Sacramento Area

While attempting to search and arrest a suspect whom he had observed stripping a stolen vehicle, plain clothes Officer R. S. Chilimidos (#2143) was assaulted by the suspect. During a brief struggle, the officer tripped and fell to the ground. While on the ground, he was relieved of his undercover weapon and his wallet. The suspect then fled but was apprehended later in the day by local police and the property recovered. Officer Chilimidos suffered minor injuries during the brief scuffle with the suspect.

August 11 - 2345 Hours - Hayward Area

As he escorted a drunk driving suspect into the booking room at the county jail, Officer J. G. Wilson (#8002) suffered minor injuries when the otherwise cooperative suspect attacked the officer and his partner.

August 17 - 0130 Hours - Santa Cruz Area

After stopping a suspect on a stolen motorcycle following a high speed pursuit, Officer T. W. Fix (#7835) suffered injuries to his leg when the suspect deliberately rammed the officer pinning him between the motorcycle and the patrol car.

August 19 - 2045 Hours - Redwood City Area

At the request of a drunk driving suspect, Officer J. M. Baker (#6094) began to loosen one of the suspect's handcuffs. He was struck in the arm and suffered a fractured thumb when the suspect jerked away, swung around and attacked the officer.

August 20 - 0930 Hours - South Los Angeles Area

While at the booking cage with a drunk driving suspect, Officer C. W. Garrison (#8314) suffered minor injuries when the suspect suddenly swung around and struck the officer in the lower rib cage.

August 20 - 1915 Hours - Santa Barbara Area

When Officer J. S. Gentry (#8296) reached into a drunk driving suspect's car in an attempt to stop him from repeatedly ramming the patrol car, he was grabbed by the arm and dragged about 30 feet before he could free himself.

August 31 - 0359 Hours - Redwood City Area

San Francisco Dispatch received an "officer needs help" call from Officer M. Gotfried (#8239) and Beach (#8263). The two officers made a stop on a vehicle containing three males, possible 207-261 P.C. suspects. While attempting to take the suspects into custody, they became combative and one suspect was able to remove Officer Gotfried's service revolver from his holster. During the ensuing fight, the weapon dropped to the ground and was recovered by Officer Gotfried. Two subjects were taken into custody at the scene and the third subject was later apprehended by the San Mateo County Sheriff's Office. Officer Gotfried received minor abrasions to his arms and face, no other injuries.

September 6 - 0330 Hours - Hayward Area

While questioning a driver of a vehicle involved in an accident, the subject suddenly struck Officer M. D. Raisner (#3990) on the left cheek. At this point, the subject became violent and had to be restrained by force

September 7 - 0045 Hours - East Los Angeles Area

Officers J. Wilson (#7982) and A. McCostion (#8755) were dispatched to a "man down" call. Upon arrival at the scene, a minimum of 7 shots were fired at the officers from unknown and unseen suspects from a location east of the freeway. After an 11-99 was put out, 3 more shots were directed at the officers from the same general location. L.A.S.O. responded and their SWAT Team searched the area with negative results. No shots fired by CHP and no injuries to officers.

September 7 - 1355 Hours - Santa Rosa Area

Officer E. E. Adkins (#2576) was assisting a sheriff's deputy on a 415 P.C. call. Subject arrested by the deputy resisted arrest and was being carried out to the deputy's vehicle when subject deliberately bit Officer Adkins' finger.

September 10 - 0015 Hours - Los Banos Area

Subject was placed under arrest for DWI. As he was being handcuffed, subject spun around striking Officer R. B. Emmert (#6209) in the mouth. As the scuffle continued, suspect obtained a strangle hold on Officer Emmert, cutting off his breathing. The subject was convinced by his wife to release the officer and was taken into custody. Officer Emmert suffered minor injuries.

September 14 - 0145 Hours - Yuba-Sutter Area

Officer C. A. Link (#3624) received several blows about the head and neck area attempting to break up a near riot situation. The near riot situation was a result of a street dance at that location.

September 20 - 0110 Hours - Arrowhead Area

Officer R. B. Stanley (#5477) placed his right hand on subject's left arm and instructed him to place his hands on the hood of the patrol unit. Subject swung with his right fist, striking the officer on the left hand and upper left temple. Officer Stanley grabbed the subject and pushed him toward the unit. Subject came off the door area, striking the officer in the upper left chest area with an elbow, causing an injury.

September 20 - 0411 Hours - Hayward Area

Officers Curtis C. Engberson (#4401) and G. L. Robins (#4475) stopped a vehicle for speed. Female driver drew a revolver from the glove box and swung it towards Officer Engberson. Officer Engberson fired one shot killing the driver. A male passenger was taken into custody at the scene. The vehicle may have been carrying an A.W.O.L. bag with narcotics in it. No injuries to officers.

September 20 - 1905 Hours - Santa Barbara Area

Officer A. A. Katje (#8389) responded to Calle Real at Refugio State Beach Park to assist a park ranger. The park ranger was in the process of arresting and removing an intoxicated female from a vehicle parked in the roadway. Officer Katje handcuffed the female and was in the process of seat belting her into the right front seat of the patrol unit when he was bitten on the shoulder by her.

September 21 - 0300 Hours - Marin-Golden Gate Bridge Area

Officers Norman Roy (#7553) and Roy Hennes (#6744) were questioning a suspected drunk driver on a roadside stop. Officer Hennes left the suspect and Officer Roy to check the suspect's vehicle when the suspect pulled a three inch hunting knife and attempted to attack Officer Roy. Officer Roy pulled his revolver and drew down on the suspect. The suspect dropped the knife and no shots were fired. No injuries to officers or the suspect. Suspect was wanted by Los Angeles Sheriff's Office on a $25,000 Warrant and by the FBI on a Fugitive Warrant.

September 21 - 0315 Hours - Indio Area

A subject was arrested for DWI. He had been forcibly handcuffed and as he was being placed in the patrol car, he began wildly kicking. Mace was used but had no effect on the subject. He was able to break loose, run up an embankment, and back towards the officers. Subject deliberately kick Officer J. I. Barton (#8355) in the abdomen knocking him down. Subject then fell and was subdued by Officer Barton and three assisting officers.

September 27 - 0215 Hours - San Diego Area

Officer G. E. Johnson (#7480) attempted to handcuff a female prisoner when she became combative. The subject lashed out with her hands and feet, striking the officer in the groin with her right foot. Upon being placed in the patrol unit, subject kicked the officer a second time in the groin area.

September 27 - 2140 Hours - Fresno Area

Fresno CHP received a request for all available units for assistance from Sanger Police Department to quell a riot in progress at the Sanger Fairgrounds. Approximately 25 to 30 officers (including Fresno CHP and Sheriff's Office) moved in as a group and dispersed the crowd. Officer J. E. Wasson (#4147) received minor injuries when struck on the right elbow by a brick.

September 29 - 0005 Hours - Newhall Area

A female subject turned to walk away from Officer K. J. Duncan (#6768) after being advised she was under arrest for 148 P.C. The officer reached out and took hold of the subject's upper left arm. The subject spun around and struck the officer with her right fist.

* * * * * * * * *

ANNEX VIII-E

ACTIVITY LEVEL COMPARISONS

ANNEX VIII-E

ACTIVITIES PER OFFICER-YEAR BY BEAT TYPE

MALE WTOP OFFICER

BEAT TYPE	Total Arrests	In-Custody DWI	Mechanical Warnings	Verbal Warnings	Services	Accident Investigation
State Highway	816.58	43.75	240.87	482.65	711.44	38.63
County Road	464.08	45.16	323.61	340.46	228.92	65.35
Area Beat	544.08	54.32	266.43	316.01	317.31	161.24

FEMALE WTOP OFFICER

BEAT TYPE	Total Arrests	In-Custody DWI	Mechanical Warnings	Verbal Warnings	Services	Accident Investigation
State Highway	710.20	50.68	226.09	405.95	625.63	39.35
County Road	671.42	74.05	391.13	413.85	341.16	90.40
Area Beat	285.90	26.15	139.49	158.72	156.16	75.39

PERCENT DIFFERENCES BETWEEN MEN'S AND WOMEN'S ACTIVITIES

BEAT TYPE	Total Arrests	In-Custody DWI	Mechanical Warnings	Verbal Warnings	Services	Accident Investigation
State Highway	+15.0(M)*	+ 15.8(W)	+ 6.5(M)	+18.9(M)	+ 13.7(M)	+ 1.9(W)
County Road	+44.7(W)	+ 64.0(W)	+20.9(W)	+21.6(W)	+ 49.0(W)	+ 38.3(W)
Area Beat	+90.3(M)	+107.7(M)	+91.0(M)	+99.1(M)	+103.2(M)	+113.9(M)

* (M) means men's activity level was the indicated percentage greater than the women's.

(W) means that the women's activity level was greater than the men's.

ANNEX VIII-F

PATROL HOURS BY BEAT TYPE

PATROL HOURS* BY BEAT TYPE

MALE VS. FEMALE WTOP OFFICERS

	MEN		WOMEN	
BEAT TYPE	Hours	Percent of Total	Hours	Percent of Total
Not Stated	1,774.41	9.6	1,403.43	9.4
State Highway	12,057.28	65.3	9,541.32	64.0
County Road	3,125.52	16.9	1,432.49	9.6
Area Beat	1,508.71	8.2	2,537.89	17.0
TOTAL PATROL HOURS	18,465.92	100.0	14,915.13	100.0

* "Patrol Hours" are the number of hours an officer spends patrolling. This does not include the time spent in activities such as issuing citations, investigating accidents, etc.

ANNEX VIII-G

PATROL HOURS BY SHIFT

PATROL HOURS* BY SHIFT

MALE VS FEMALE WTOP OFFICERS

	MEN		WOMEN	
SHIFT †	Hours	Percent of Total	Hours	Percent of Total
Daytime	2,646.63	14.3	2,722.61	18.3
Afternoon/Evening	12,375.66	67.0	8,849.31	59.3
Nighttime	3,443.63	18.7	3,343.21	22.4
TOTAL	18,465.92	100.0	14,915.13	100.0

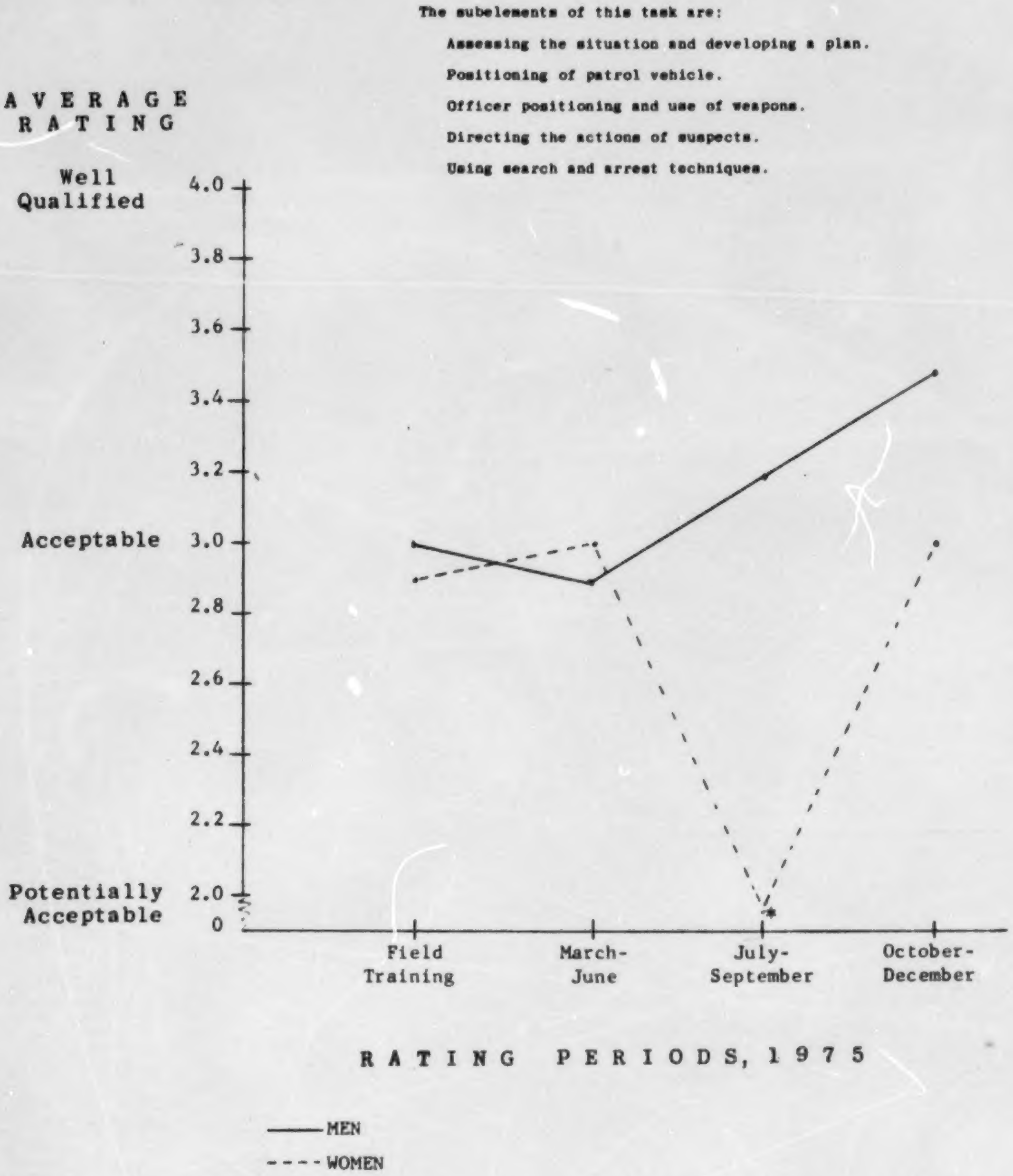
* "Patrol Hours" are the number of hours an officer spends patrolling. This does not include the time spent in activities such as issuing citations, investigating accidents, etc.

† Shifts can start at various times but they usually start at 5:00 or 6:00 a.m., 1:00 or 2:00 p.m., or from 6:00 to 10:00 p.m. Shifts starting between 5:00 a.m. and 12:59 p.m. were therefore classed "Daytime," between 1:00 p.m. and 5:59 p.m. "Afternoon/Evening " and between 6:00 p.m. and 4:59 a.m. "Nighttime".

ANNEX VIII-H
PERFORMANCE RATINGS
MEN VS. WOMEN

ANNEX VIII-H

CRITICAL TASK 1. Making High-Risk and Felony Vehicle Stops



The subelements of this task are:

Assessing the situation and developing a plan.

Positioning of patrol vehicle.

Officer positioning and use of weapons.

Directing the actions of suspects.

Using search and arrest techniques.

* During the July through September rating period only one woman was rated on Critical Task 1.

CRITICAL TASK 2. Making All Types of In-Custody Arrests

The subelements of this task are:

Making routine arrests.

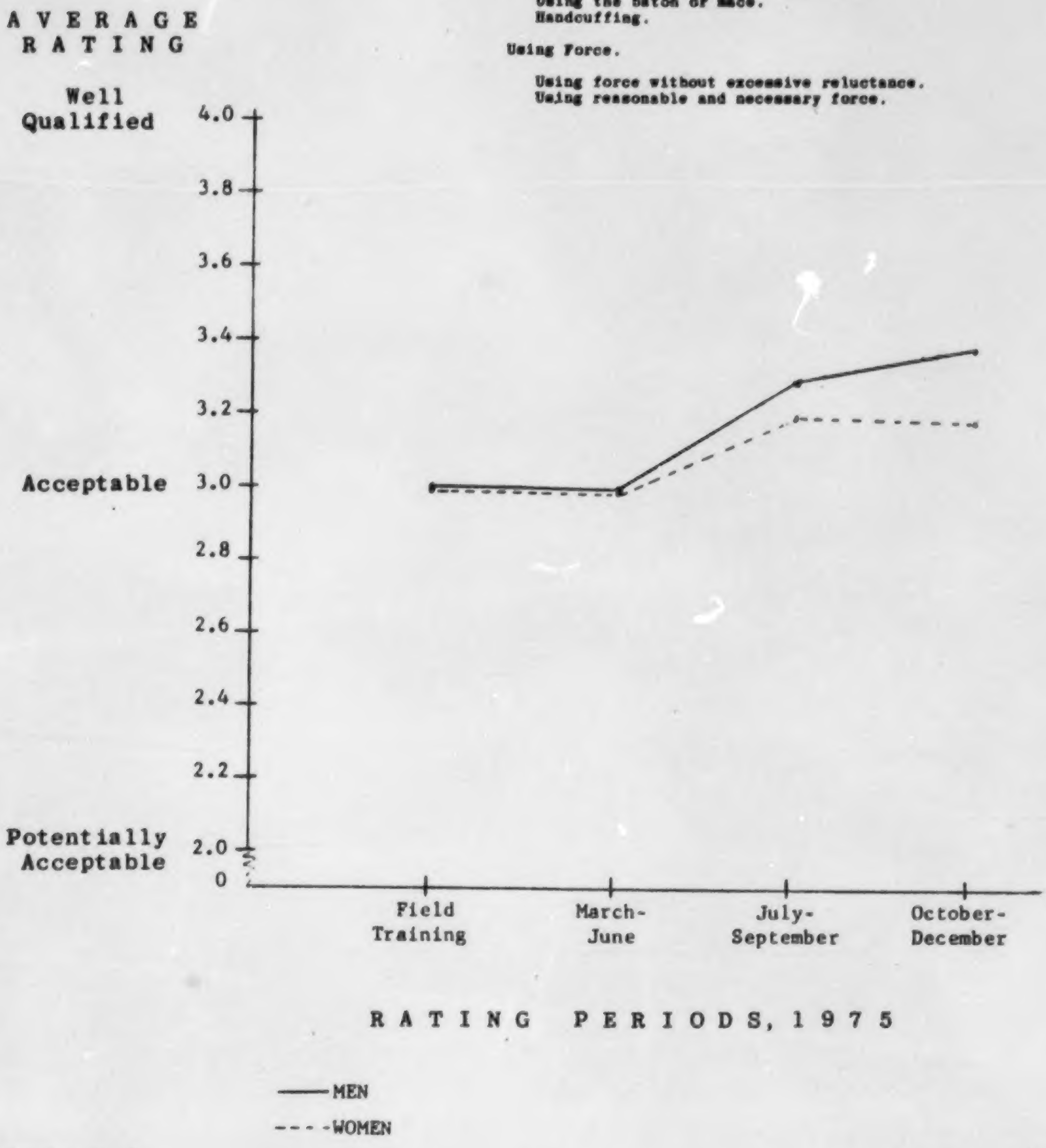
- Searching.
- Handcuffing.
- Transporting.
- Jail Procedures.

Arresting Physically Combative Persons.

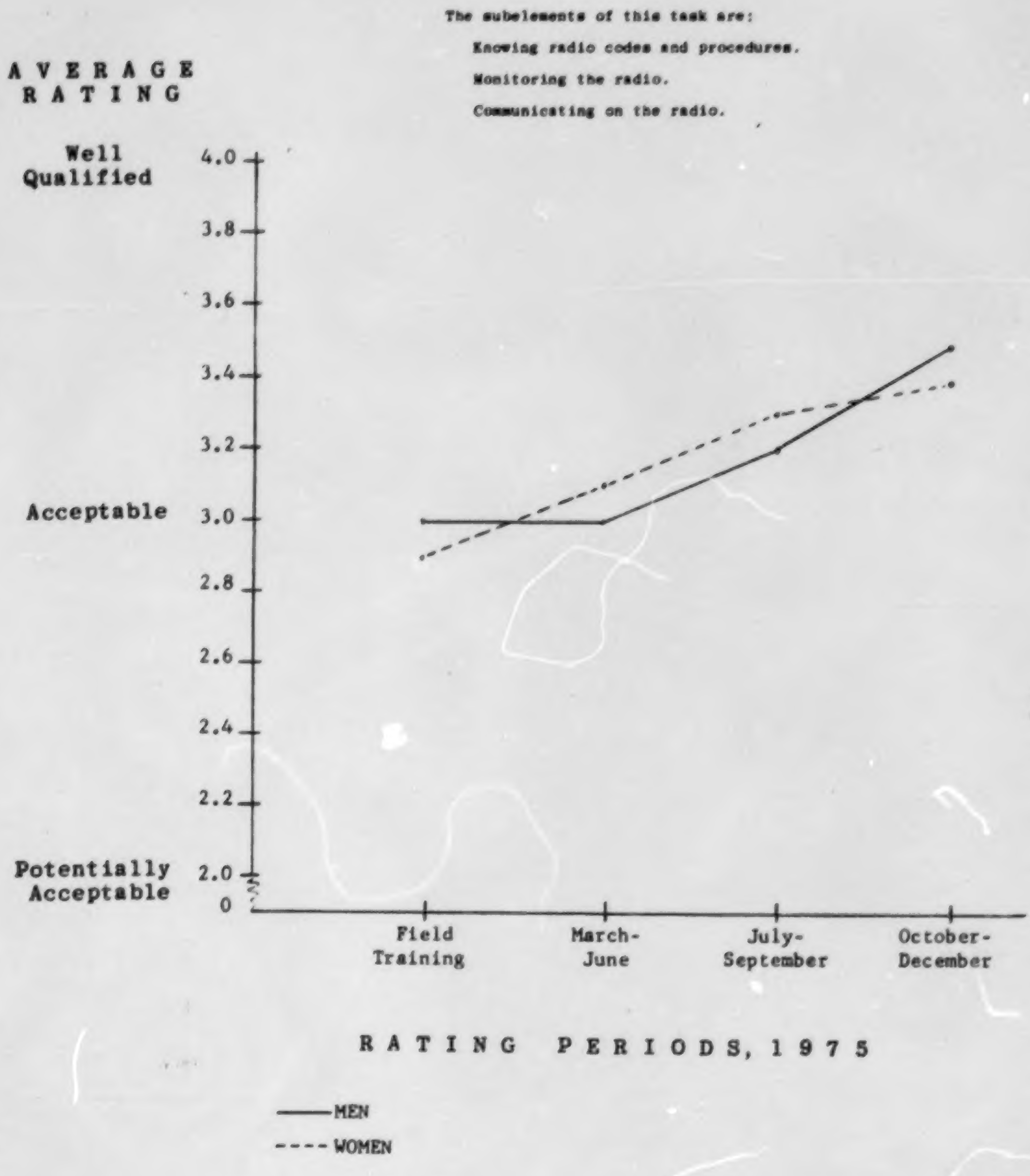
- Having sufficient physical strength.
- Using the baton or mace.
- Handcuffing.

Using Force.

- Using force without excessive reluctance.
- Using reasonable and necessary force.



CRITICAL TASK 3. Monitoring and Operating The Departmental Mobile Radio While Performing Field Enforcement Duty


The subelements of this task are:

Knowing radio codes and procedures.

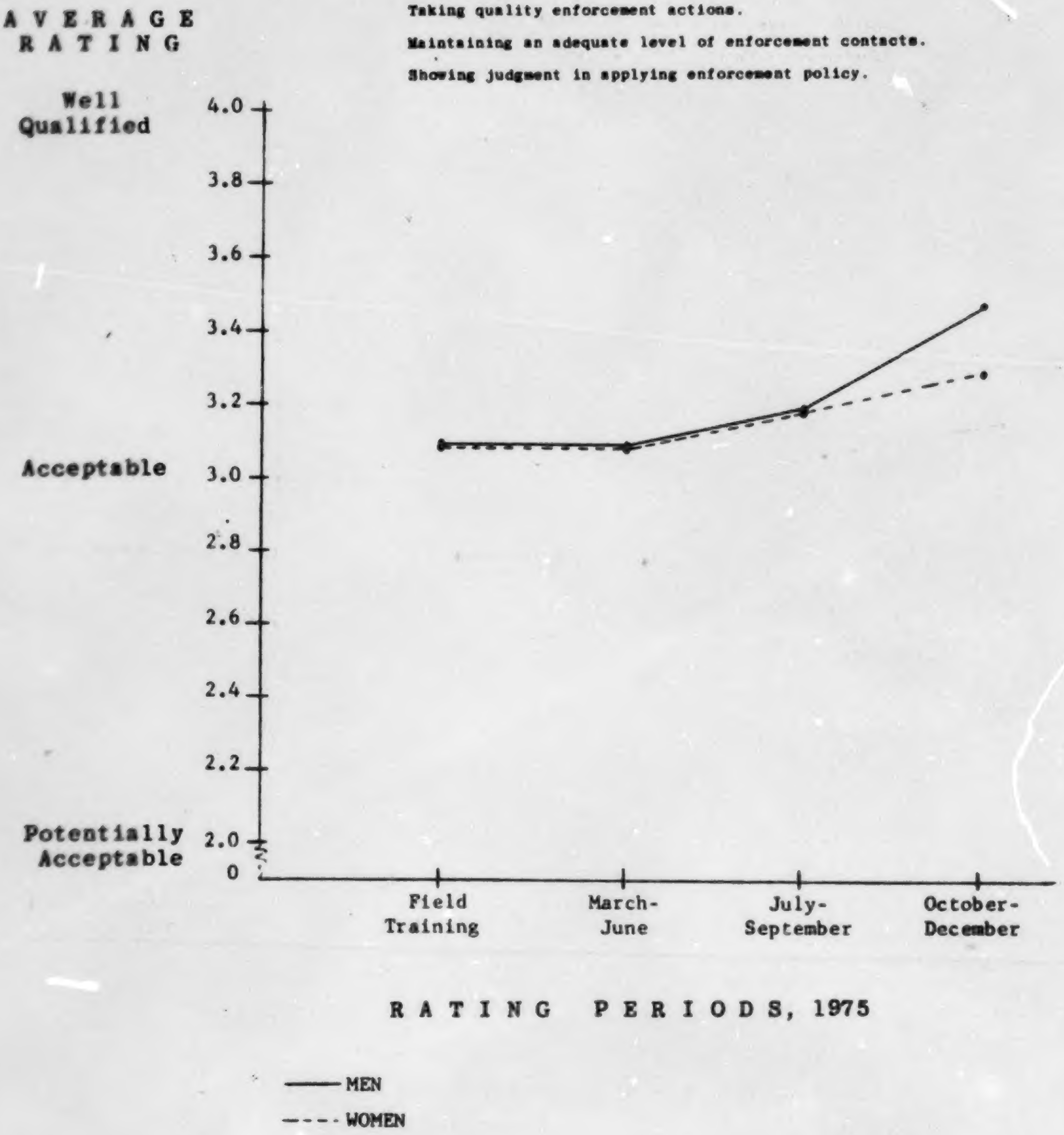
Monitoring the radio.

Communicating on the radio.

CRITICAL TASK 4. Willingly Implementing Departmental Enforcement Policy

The subelements of this task are:

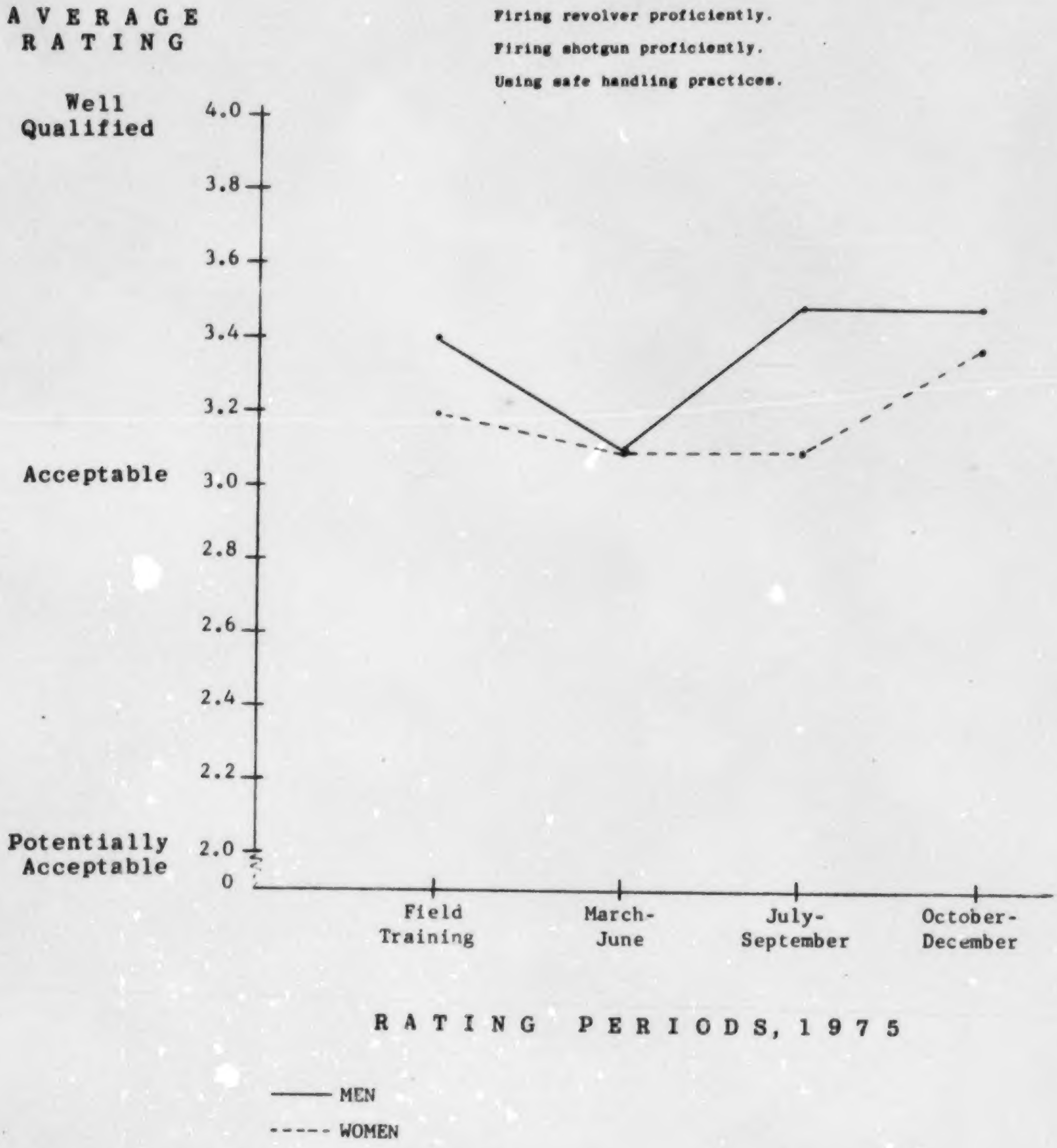
- Knowing departmental enforcement policy.
- Taking quality enforcement actions.
- Maintaining an adequate level of enforcement contacts.
- Showing judgment in applying enforcement policy.



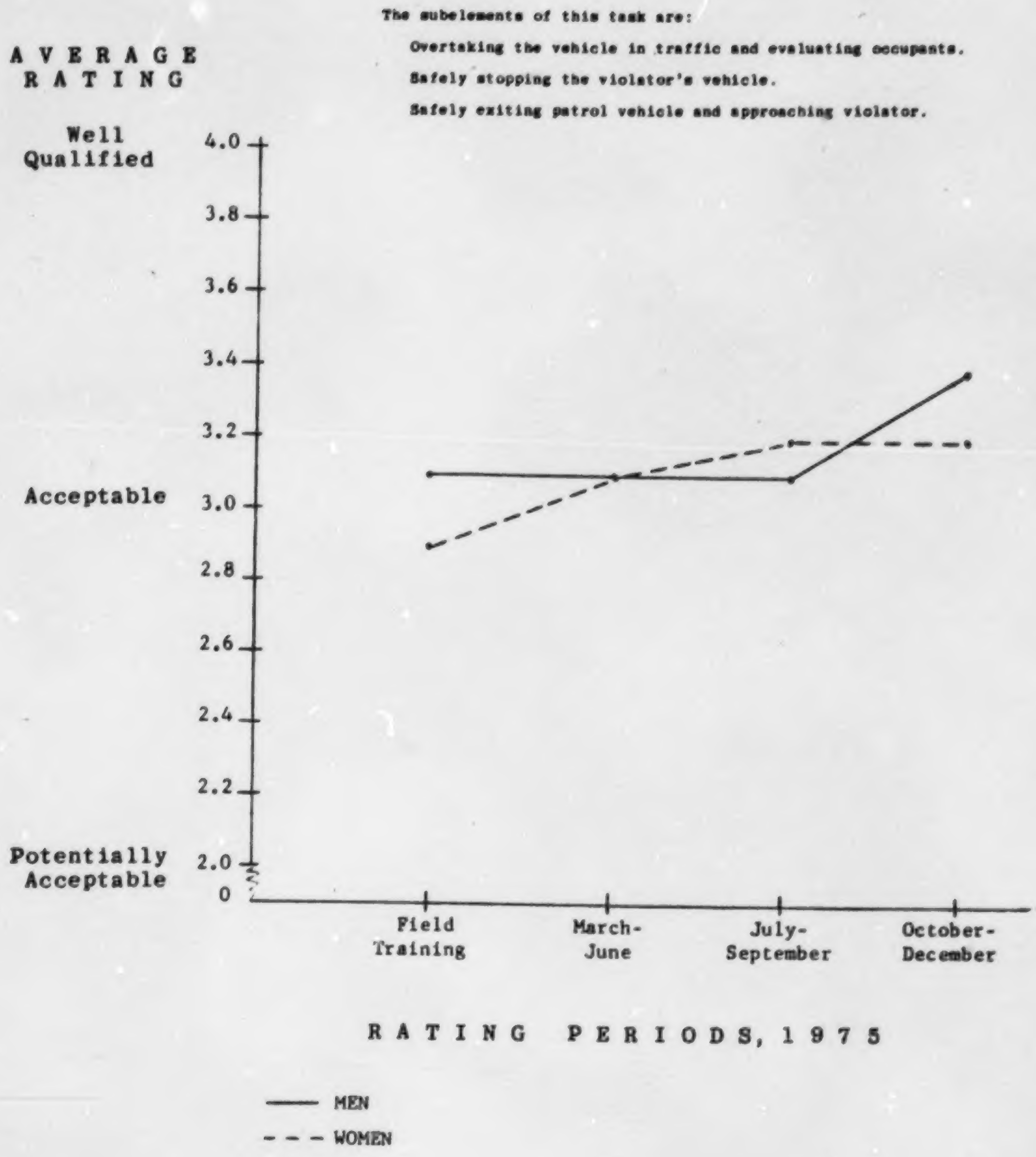
CRITICAL TASK 5. Effectively Using Firearms

The subelements of this task are:

- Handling revolver proficiently.
- Handling shotgun proficiently.
- Firing revolver proficiently.
- Firing shotgun proficiently.
- Using safe handling practices.



CRITICAL TASK 6. Stopping Vehicles for Routine Traffic Violations



The subelements of this task are:

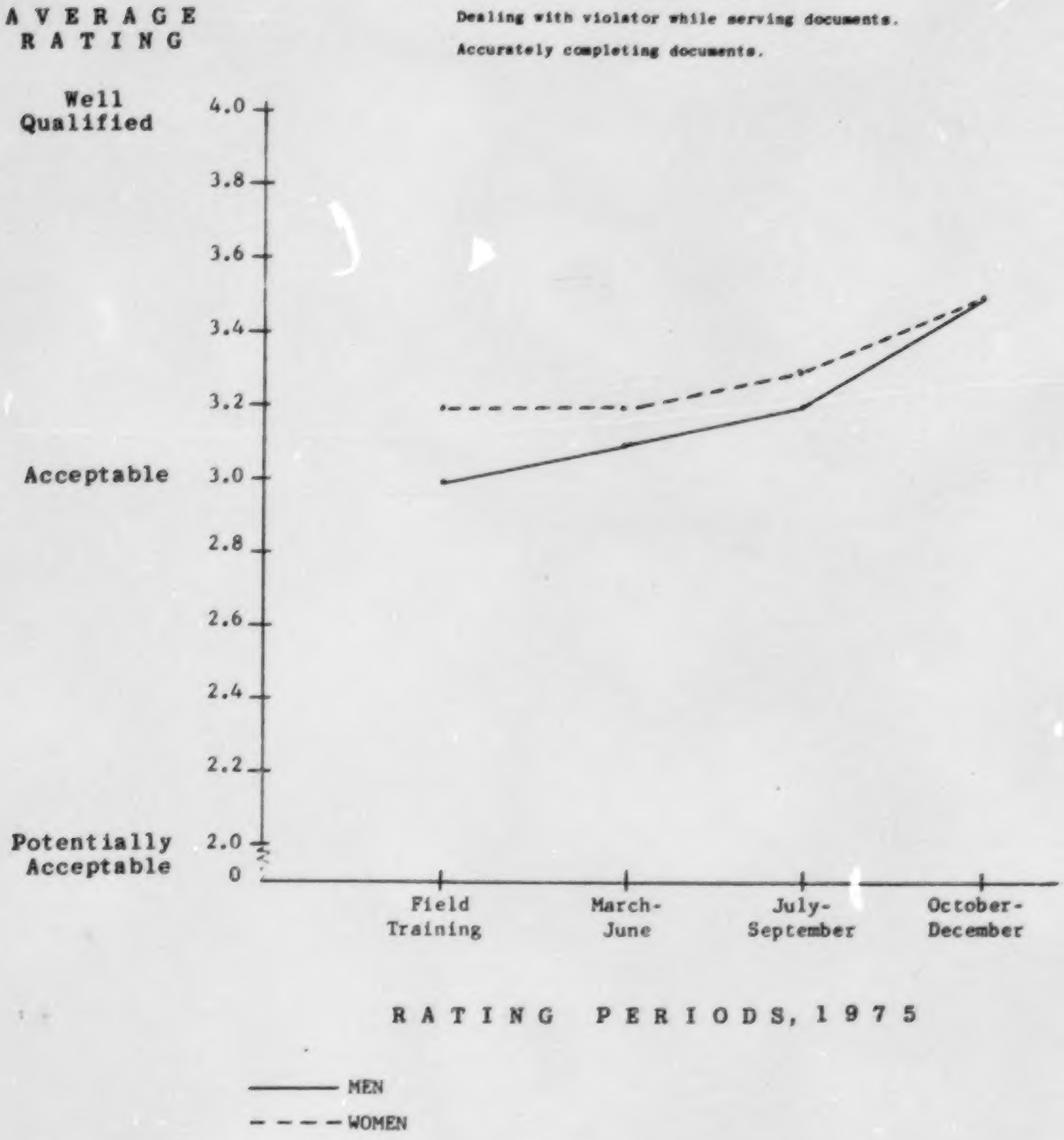
Overtaking the vehicle in traffic and evaluating occupants.

Safely stopping the violator's vehicle.

Safely exiting patrol vehicle and approaching violator.

VIII-H-6

CRITICAL TASK 7. Issuing All Types of Enforcement Documents

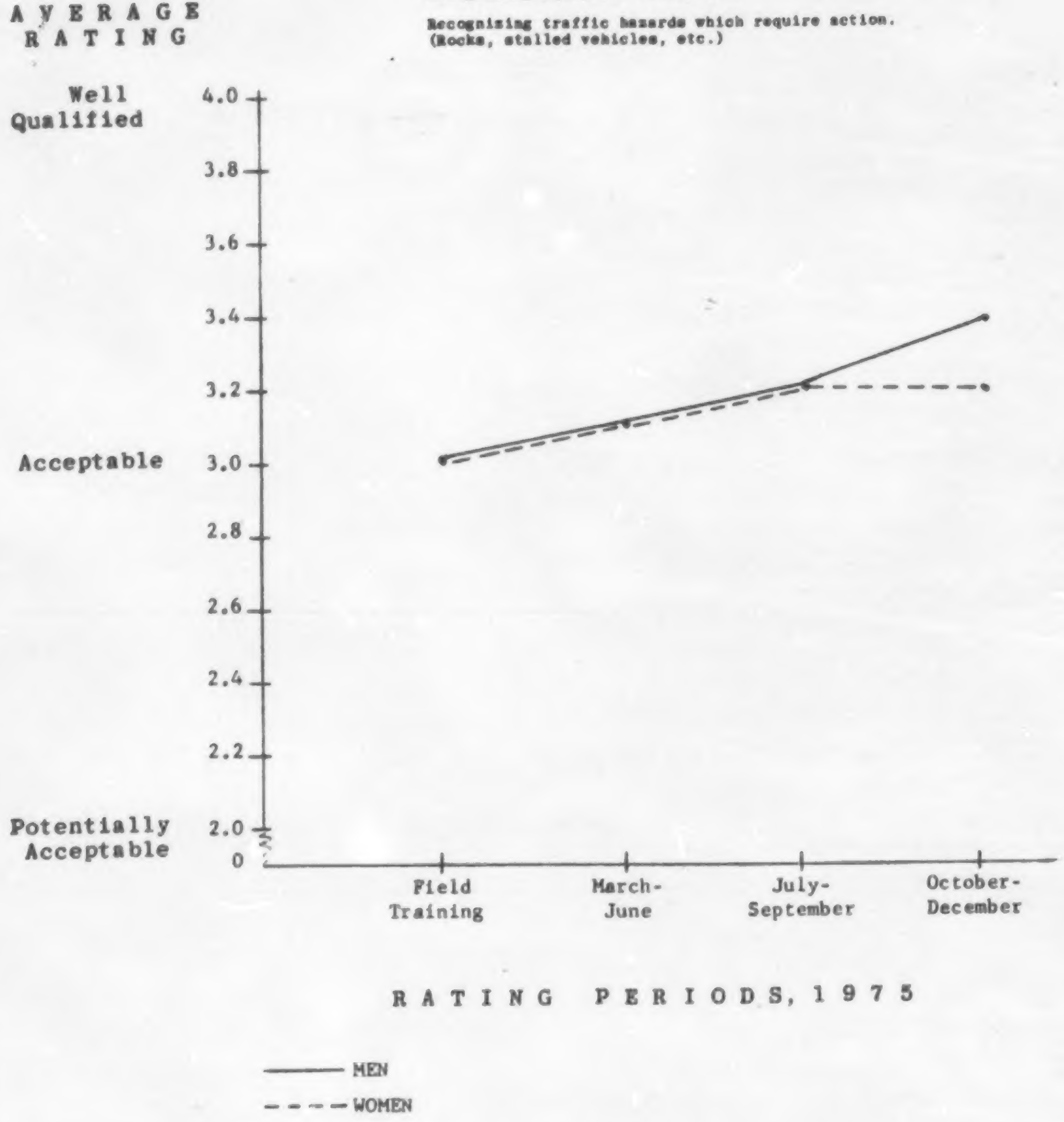


The subelements of this task are:

Dealing with violator while serving documents.

Accurately completing documents.

CRITICAL TASK 8. Recognizing Unsafe or Illegal Traffic Conditions While Operating Patrol Vehicle



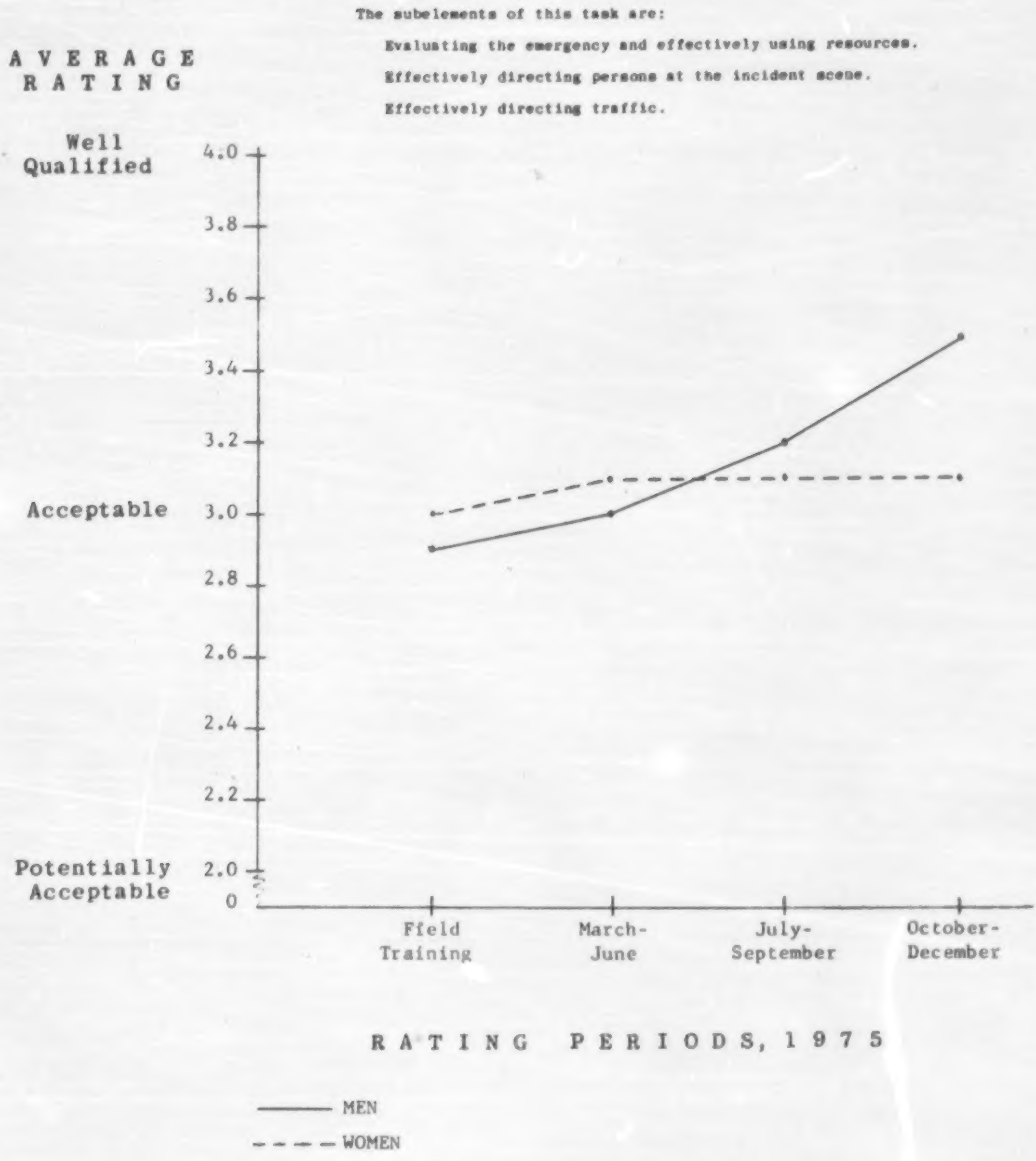
The subelements of this task are:

Recognizing moving violations.

Recognizing equipment violations.

Recognizing traffic hazards which require action. (Rocks, stalled vehicles, etc.)

CRITICAL TASK 9. Taking Charge at Accident Scenes or Other Emergencies

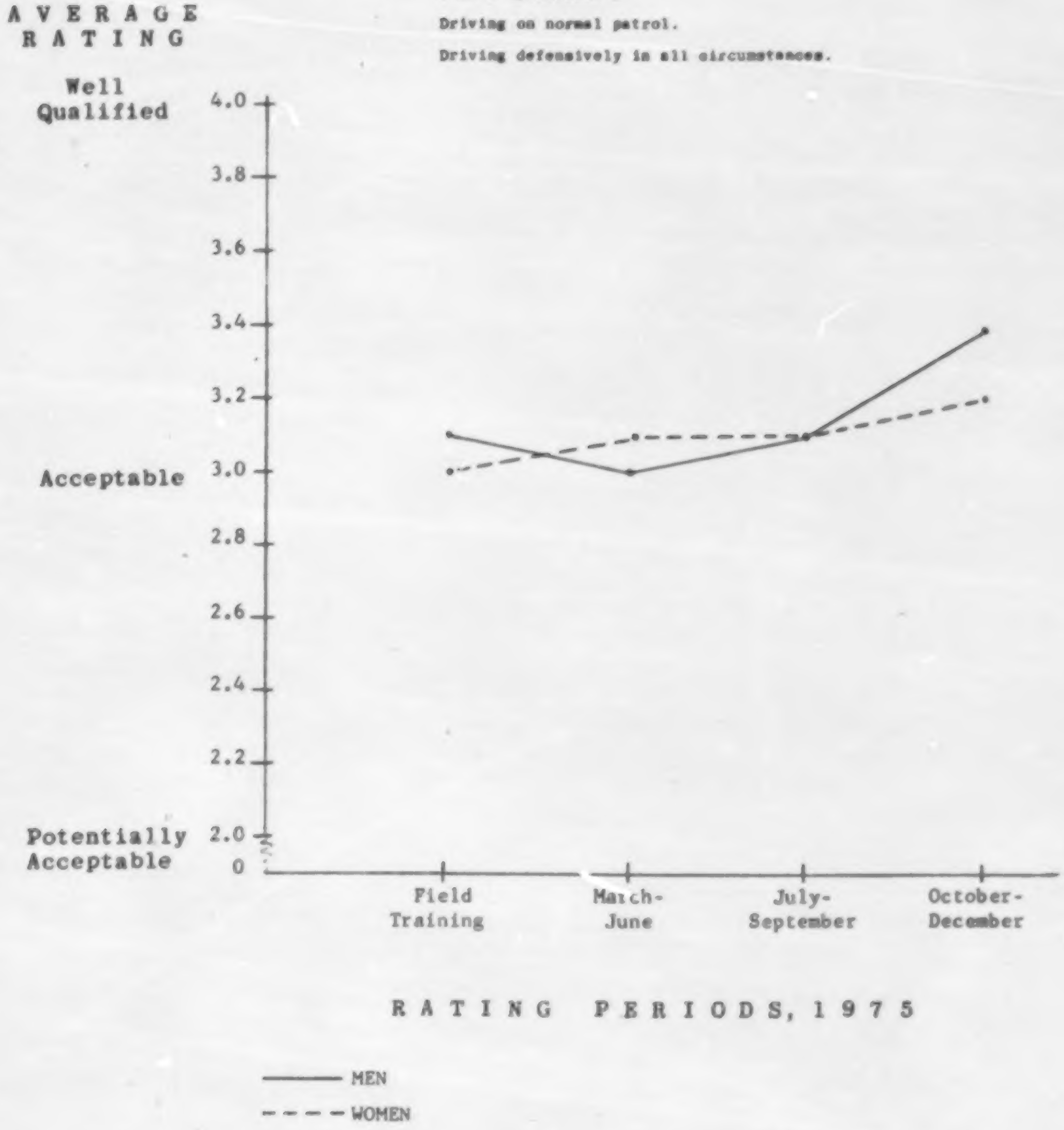

The subelements of this task are:

Evaluating the emergency and effectively using resources.

Effectively directing persons at the incident scene.

Effectively directing traffic.

CRITICAL TASK 10. Safely Operating a Patrol Vehicle in All Circumstances



The subelements of this task are:

High speed driving other than pursuit or Code 3.

Pursuit driving.

Code 3 operation.

Driving on normal patrol.

Driving defensively in all circumstances.

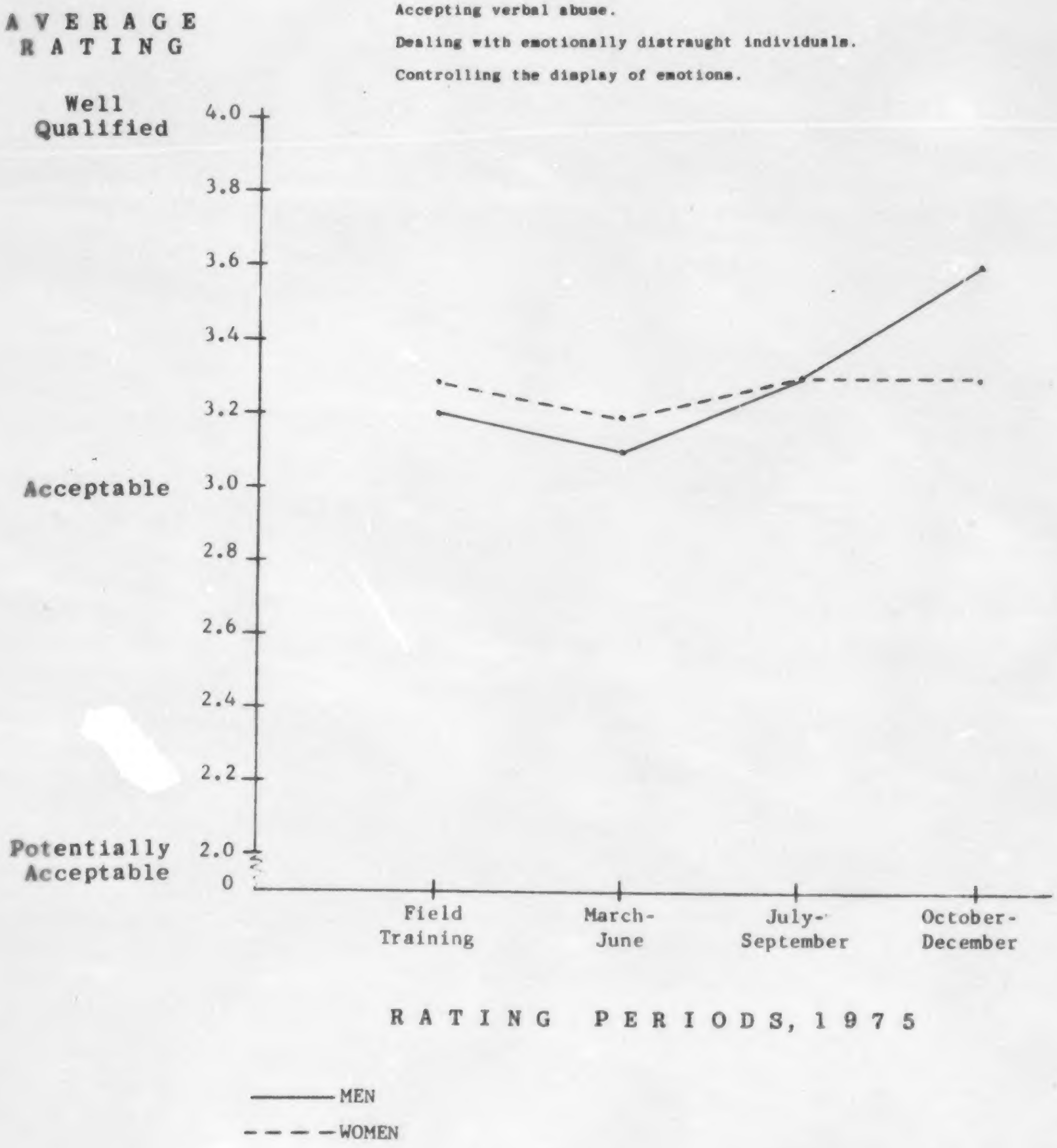
CRITICAL TASK 11. Maintaining Personal Control and Effectively Dealing with the Public During Stressful Situations

The subelements of this task are:

Accepting verbal abuse.

Dealing with emotionally distraught individuals.

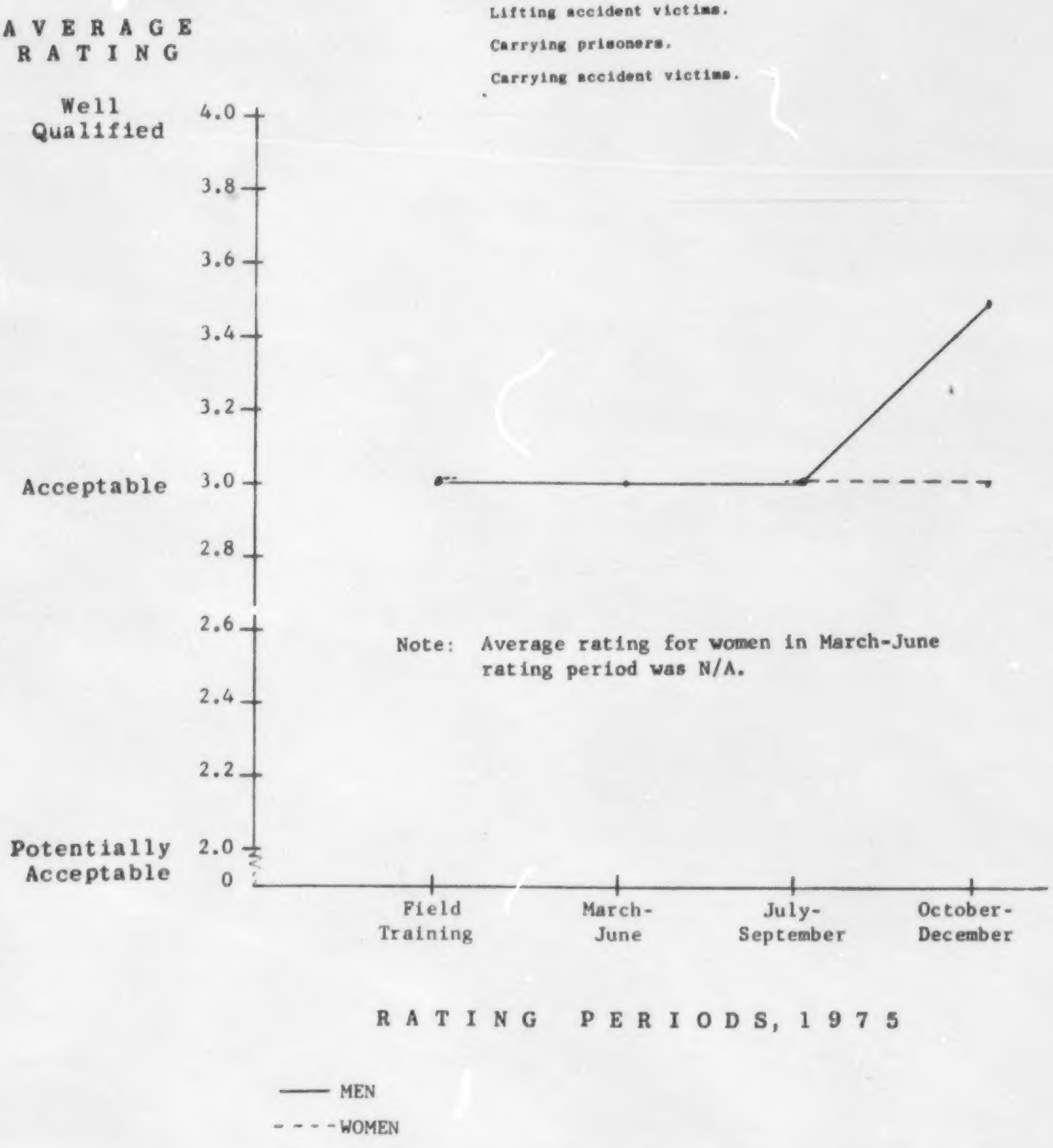
Controlling the display of emotions.



CRITICAL TASK 12. Lifting and Carrying Prisoners or Accident Victims in Varying Terrain

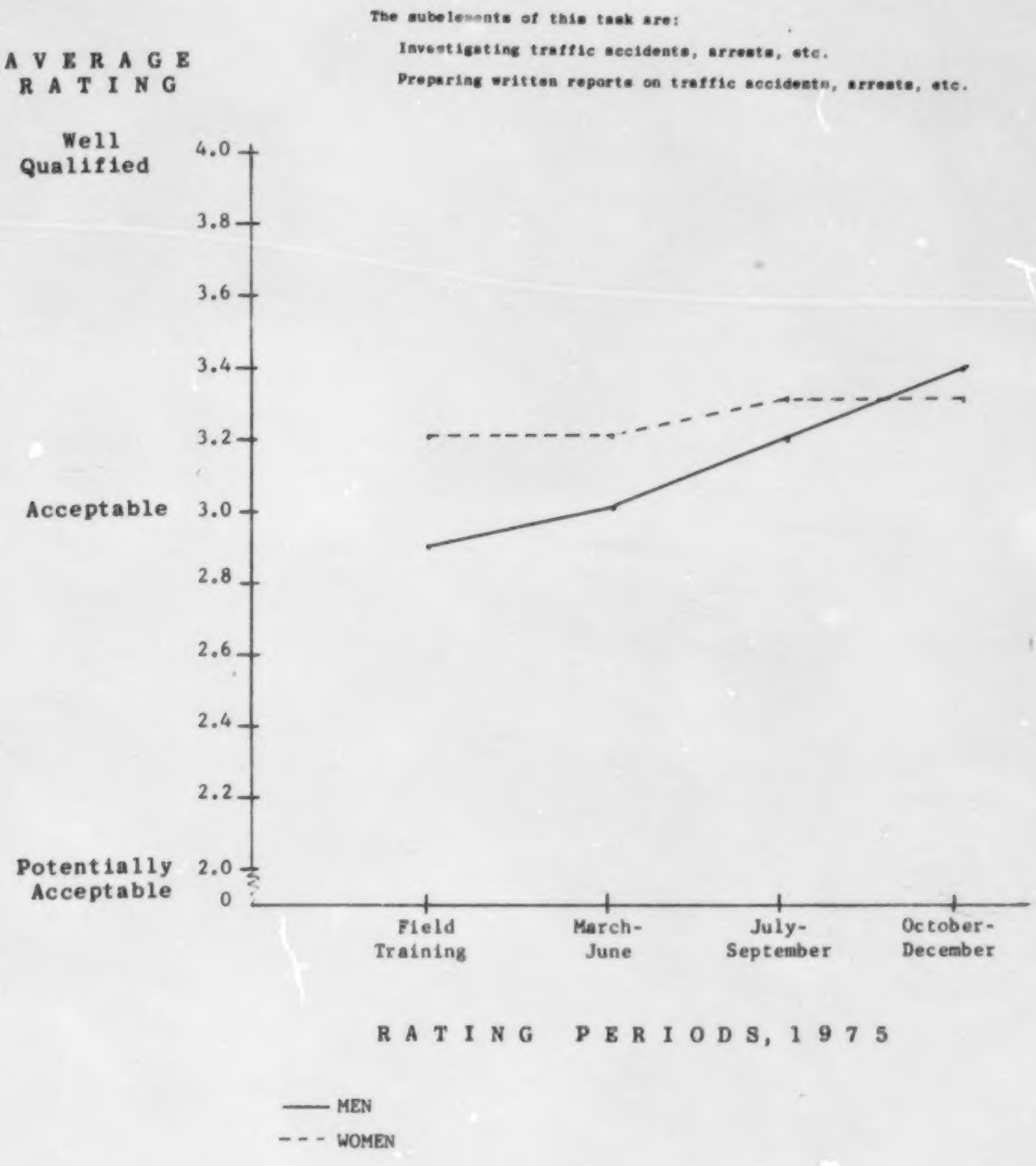
The subelements of this task are:

- Lifting prisoners.
- Lifting accident victims.
- Carrying prisoners.
- Carrying accident victims.



Note: Average rating for women in March-June rating period was N/A.

CRITICAL TASK 13. Investigating and Preparing Written Reports on Traffic Accidents, Arrests, etc.

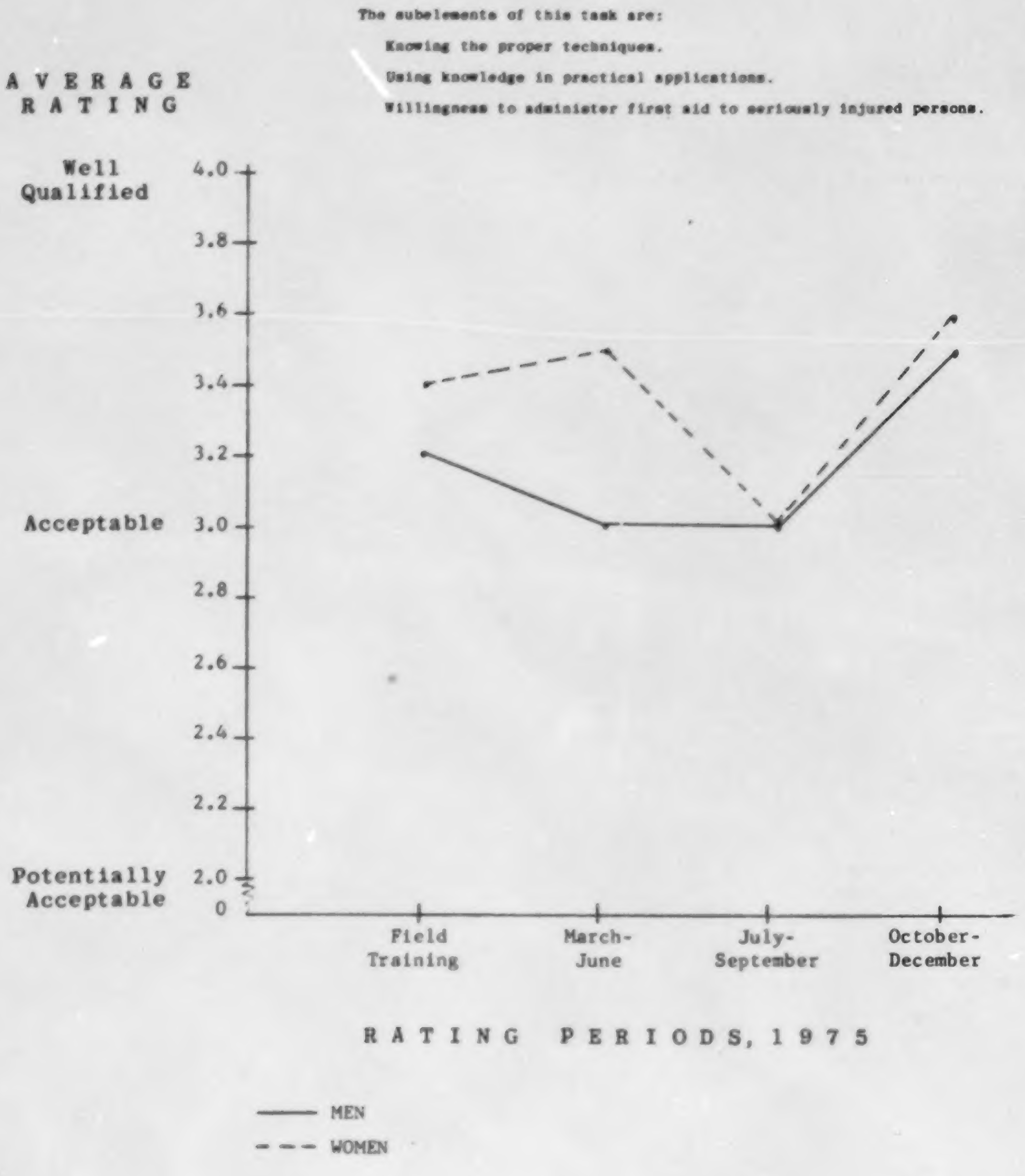


The subelements of this task are:

Investigating traffic accidents, arrests, etc.

Preparing written reports on traffic accidents, arrests, etc.

CRITICAL TASK 14. Administering First Aid



The subelements of this task are:

Knowing the proper techniques.

Using knowledge in practical applications.

Willingness to administer first aid to seriously injured persons.

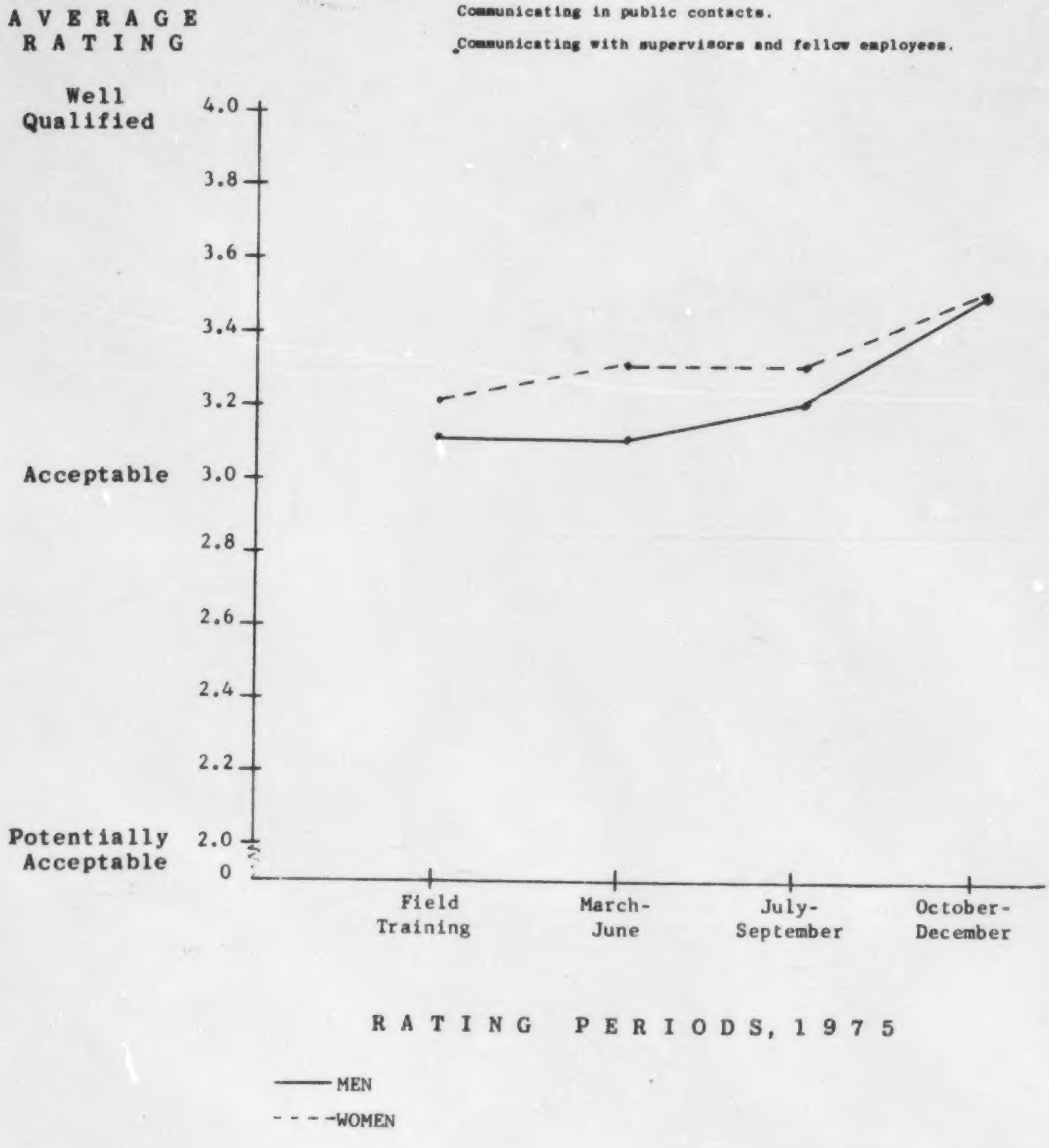
CRITICAL TASK 15. Verbally Expressing Thoughts and Describing Events

The subelements of this task are:

Testifying in court.

Communicating in public contacts.

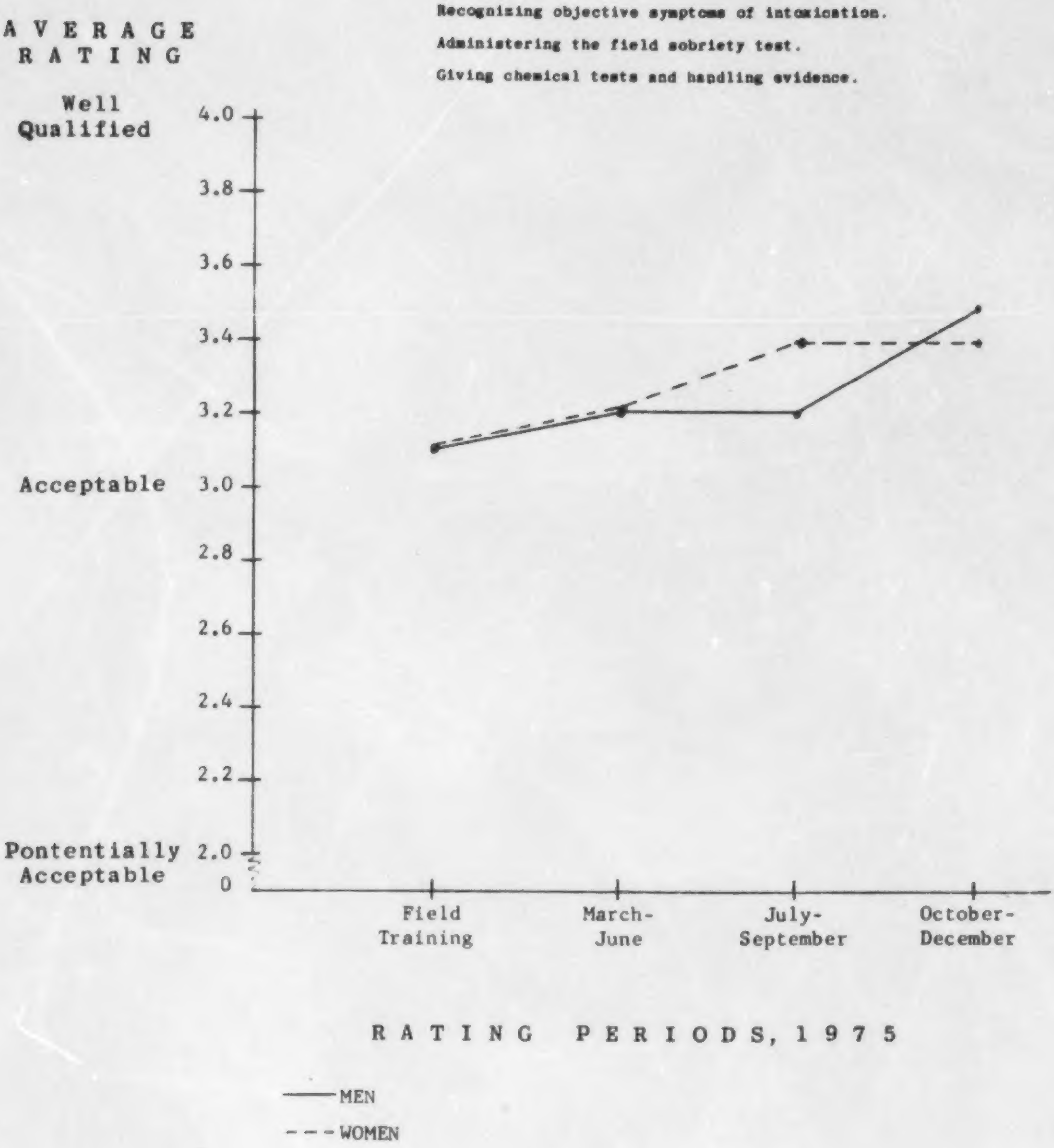
Communicating with supervisors and fellow employees.



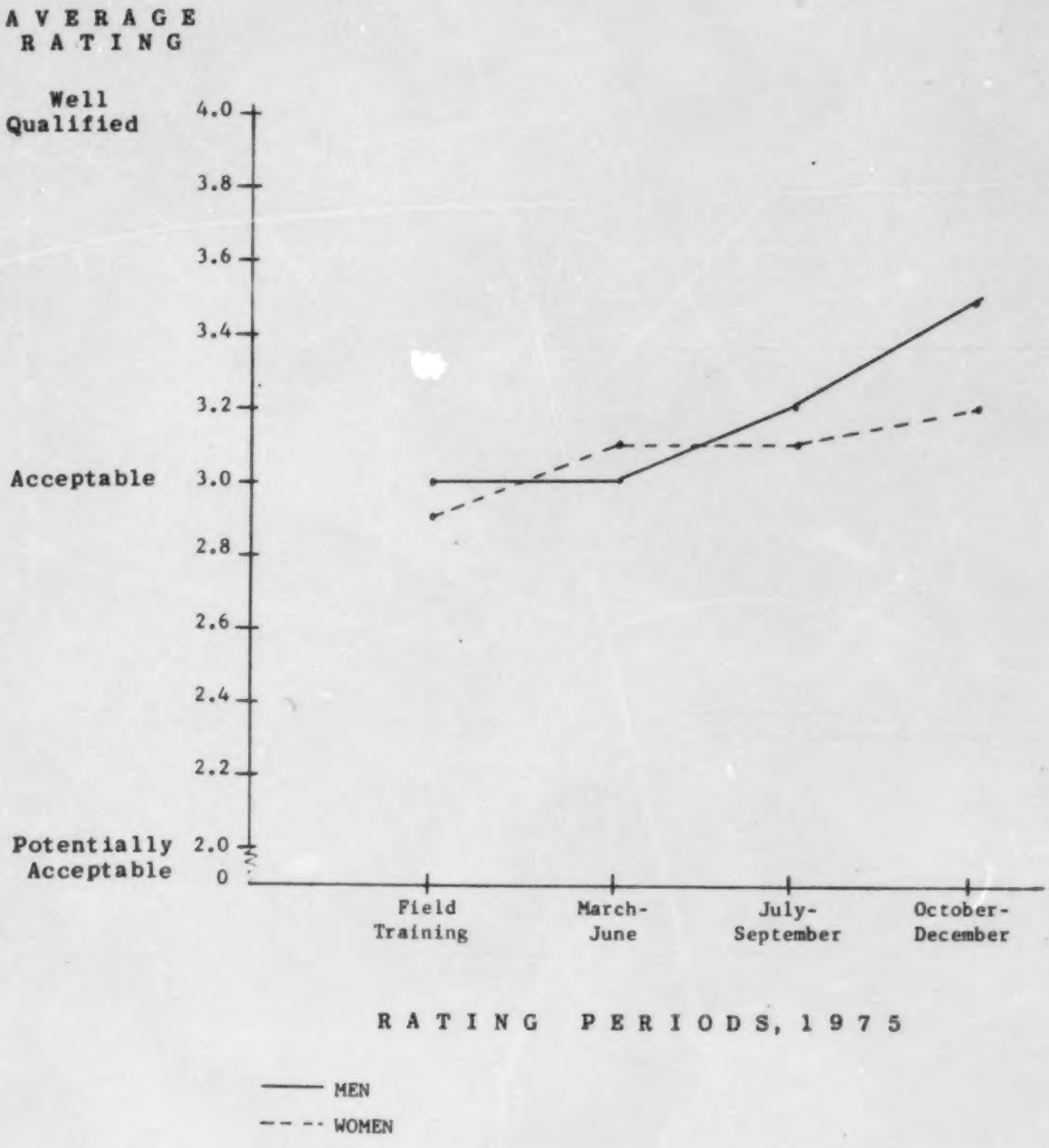
CRITICAL TASK 16. Recognizing the Symptons of "Under the Influence" Drivers and Administering the Field Sobriety Test

The subelements of this task are:

- **Recognizing the driving characteristics of the "drunk driver."**
- **Recognizing objective symptoms of intoxication.**
- **Administering the field sobriety test.**
- **Giving chemical tests and handling evidence.**



CRITICAL TASK 17. Overall Performance Rating as a Traffic Officer



ANNEX IX-A

BACKGROUND AND SCREENING VARIABLES

BACKGROUND AND SCREENING VARIABLES

SEX

MARITAL STATUS

- Single
- Married

NUMBER OF CHILDREN

ETHNIC BACKGROUND

COLLEGE (total quarter hours)

PRIOR CIVILIAN POLICE SERVICE

BACKGROUND INVESTIGATION RESULTS

MILITARY SERVICE

NUMBER OF JOBS HELD IN LAST FIVE YEARS

PULSE RATE TWO MINUTES AFTER EXERCISE

DOCTOR'S OPINION ABOUT OVERALL HEALTH

NUMBER OF HOSPITALIZATIONS

PERCENT OF BODY FAT

HEIGHT (inches)

WEIGHT (pounds)

UNCORRECTED VISION

AGE (in months at entry to Academy)

NEW STO PREEMPLOYMENT WRITTEN EXAMINATION

- Part A - Decision Making
- Part B - Good Judgment
- Part C - Report Writing Skill
- Part D - Reading Comprehension

GRIP STRENGTH (total score for both hands in kilograms)

½-MILE SHUTTLE RUN (time in seconds)

PULL-UPS (number completed)

VERTICAL REACH JUMP (in inches)

QUALIFICATIONS APPRAISAL PANEL RATING (QAP) (in percent)

ANNEX IX-B

ACADEMY PERFORMANCE VARIABLES

ANNEX IX-B

ACADEMY PERFORMANCE VARIABLES

ACADEMY BLOCK I - Consisting of test scores on the following:

1. Administration of Justice
2. California State Government
3. Organization of the CHP
4. Personnel Complaints
5. Physical Evidence
6. Radio Operations
7. Highway Fire Safety
8. Departmental Orders
9. Laws of Arrest
10. History of the CHP
11. Police Ethics
12. Vehicle Code
13. Spelling
14. Physical Training--General

ACADEMY BLOCK II - Consisting of test scores on the following:

1. Basic Criminal Investigation
2. Vehicle Registration
3. Civil Disturbance
4. Juveniles
5. Interrogation
6. Highway Terminology
7. Highway Engineering
8. First Aid
9. Auto Theft Procedures
10. Basic Reports
11. Bomb Procedures
12. Current Law
13. Direction/Traffic
14. Driver License Laws
15. Effective Writing
16. Equipment
17. Weapons
18. Baton Training
19. Physical Training--General

ACADEMY BLOCK III - Consisting of test scores on the following:

1. Accident Investigation
2. Related Crimes
3. Special Vehicles
4. Transportation Requirements
5. Vehicle Equipment Requirements
6. 220 Yard Run
7. 1 Mile Run
8. Physical Training--General

ACADEMY BLOCK IV - Consisting of test scores on the following:

1. Courts
2. Driving Under the Influence
3. Effective Speaking
4. Enforcement Psychology
5. Enforcement Tactics
6. Photography
7. EVOC
8. Defensive Firing (qualification)
9. 2½ Mile Run
10. Physical Training--General

ACADEMY GRADE OVERALL

EMERGENCY VEHICLE OPERATION COURSE RATING (behind-the-wheel rating by an Academy instructor)

SCORE ON EMERGENCY VEHICLE OPERATION QUIZ (written examination)

ANNEX IX-C

EXPLANATION OF THE DISCRIMINATE ANALYSIS

EXPLANATION OF THE DISCRIMINATE AND REGRESSION ANALYSIS

The discriminant analysis discussed in Chapter IX was performed using the "RAOS V" method, as described in the Statistical Package for the Social Sciences (SPSS).* The object of the analysis was to predict attrition from the Academy or the field. The analysis was performed using an option which takes prior probabilities of group membership into account during the computations. The discriminant analysis predicting resignation from the Academy was statistically significant with a significance level of .004. The regression analysis were also performed using the SPSS stepwise regression with pairwise deletion of missing data. The equation for men was significant at the .01 level and at the .05 level for women. The results of the regression and discriminant analysis are discussed in Chapter IX.

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* Norman H. Nie, et al., Statistical Package for the Social Sciences, 2d ed. (New York: McGraw-Hill Book Company, 1975).

ANNEX XIII-A

ADVISORY COMMITTEE OPINION SURVEY

ADVISORY COMMITTEE OPINION SURVEY

Completed questionnaires were received from 11 female WTOP officers, 21 male WTOP officers, and 12 male non-WTOP officers. To facilitate the Committee's review, Dr. Sandra Bem reviewed all the questionnaires and prepared a statistical summary. Each question was answered in open-ended paragraph form. The answers were read and then a small number of categories were determined into which the answers seemed to fit. The statistical summary lists each question for which this could be done, as well as both the percentage and number of officers who fell into each response category. A few summary observations are also included. Obviously, the statistics do not give the full flavor of each officer's comments, but they accurately reflect the thrust of the officers' views and opinions.

SUMMARY OBSERVATIONS

The male and female officers share a number of perspectives:

(a) Nobody thinks the physical screening should be less demanding; many TOs, both male and female, think it should be more demanding.

(b) Over 80 percent of the male and female TOs think that their performance in the field has been evaluated fairly.

(c) Most of the TOs, both male and female, would like to see a formal program to keep CHP officers fit after they leave the Academy.

(d) Almost everyone likes the job very much. Note: This is true of 100 percent of both the male and female WTOP officers.

The male and female officers differ in some very important areas, however:

(a) Most male officers believe that physical strength is very important for a CHP officer. Furthermore, many perceived a double standard for men and women during physical training at the Academy, a double standard they resented very much. Many doubts that women are strong enough or aggressive enough to do the job. Note that at least 60 percent say either that the CHP should not hire women in the future or that the CHP should hire only those few women who are truly competent. Many think the current batch of women officers is competent overall. It is interesting that both the WTOP and the non-WTOP males had many of the same attitudes.

(b) It is striking that every female officer stated quite explicitly that although physical strength is important to being a CHP officer, it is not as important as other things like common sense, alertness, fast thinking, having a clear plan of action, etc. Furthermore, many female officers indicated in their spontaneous comments that they believe there is more than one way of being a good CHP officer--that most male officers have traditionally been aggressive, intimidating, and generally "macho" in their approach to a suspect, a style which the women believe increases the level of aggressiveness and violence in the suspect. The women prefer to focus on communication and cooperation, a style which they believe defuses much of whatever potential aggressiveness may have been there. At the same time, most of the women believe that they are strong enough to handle most physical situations that are likely to come up. Finally, the women also indicate in their spontaneous comments that they believe there is a great deal of prejudice against them in the patrol. Although many of them have made friends with male officers, they do not always feel that they are respected as professional equals. Note that they do feel that they have been fairly evaluated by their supervising officers, however.

STATISTICAL SUMMARY

A. Do you think that the physical screening tests were at the right level of difficulty? Or should they be more or less demanding?

	Female WTOP	Male WTOP	Male Non-WTOP
Right level	45% (5/11)	35% (7/20)	17% (2/12)
More demanding	55% (6/11)	45% (9/20)	50% (6/12)
More demanding for females	0%	20% (4/20)	33% (4/12)
Less demanding	0%	0%	0%

B. Do you feel that the physical training at the academy was appropriate? In what ways do you think it could be improved?

	Female WTOP	Male WTOP	Male Non-WTOP
Appropriate	73% (8/11)	48% (10/21)	42% (5/12)
Inappropriate: More job-related techniques of enforcement	27% (3/11)	0%	0%
Inappropriate: Double standard for males and females	0%	52% (11/21)	58% (7/12)

C. Do you feel that the men and women WTOP cadets were treated differently from one another at the academy? If so, how did you feel about this?

	Female WTOP	Male WTOP	Male Non-WTOP
Yes	0%	24% (5/21)	Not Asked
Yes, women treated easier	0%	57% (12/21)	
Yes, women got more attention	9% (1/11)	5% (1/21)	
Yes, life was made harder for women	18% (2/11)	0%	
No	73% (8/11)	14% (3/21)	

D. How did the men and women WTOP cadets treat one another at the academy?

	Female WTOP	Male WTOP	Male Non-WTOP
Good relationships	73% (8/11)	(11/19)	Not Asked
Mostly good; some bad	27% (3/11)	26% (5/19)	
Males protective of females	0%	5% (1/19)	
Relationships primarily sexual	0%	11% (2/19)	

E. In general, how did you feel that you were received at your field training assignment? By supervisory personnel? By other officers?

	Female WTOP	Male WTOP	Male Non-WTOP
Positively	40% (4/10)	85% (17/20)	67% (8/12)
Negatively	10% (1/10)	0%	17% (2/12)
With curiosity, skepticism	50% (5/10)	5% (1/20)	0%
With reserve	0%	0%	17% (2/12)
Basically ignored	0%	10% (2/20)	0%

F. Do you feel that you have been fairly evaluated during your field assignment?

	Female WTOP	Male WTOP	Male Non-WTOP
Generally yes	91% (10/11)	81% (17/21)	83% (10/12)
No	9% (1/11)	14% (3/21)	17% (2/12)
I don't know	0%	5% (1/21)	0%

G. What are your relationships now like with your supervising officers? With other officers?

	Female WTOP	Male WTOP	Male Non-WTOP
Generally good	55% (6/11)	86% (18/21)	75% (9/12)
Vary with the individual	18% (2/11)	14% (3/21)	17% (2/12)
They're overly concerned with my being female	27% (3/11)	0%	0%
Generally bad	0%	0%	8% (1/12)

H. How important do you think physical strength is for a CHP officer?

	Female WTOP	Male WTOP	Male Non-WTOP
Very important	0%	79% (15/19)	91% (10/11)
Important only in rare situations	0%	21% (4/19)	9% (1/11)
Not as important as common sense, alertness, fast thinking, etc.	100% (9/9)	0%	0%

I. Do you think that you are strong enough to handle most of the physical confrontations and life-saving situations that you are likely to encounter?

	Female WTOP	Male WTOP	Male Non-WTOP
Yes	82% (9/11)	100% (14/14)	83% (5/6)
Not sure	18% (2/11)	0%	17% (1/6)

J. Should there be some formal program to keep CHP officers fit after they leave the academy?

	Female WTOP	Male WTOP	Male Non-WTOP
Yes	90% (9/10)	100% (19/19)	80% (8/10)
No	10% (1/10)	0%	20% (2/10)

K. How has being a member of the CHP altered your family situation?

	Female WTOP	Male WTOP	Male Non-WTOP
Marriage or remarriage	9% (1/11)	12% (2/17)	0%
Divorce	45% (5/11)	0%	20% (2/10)
Caused a strain	0%	12% (2/17)	10% (1/10)
No effect	45% (5/11)	76% (13/17)	70% (7/10)

L. If being a member of the CHP has altered your family life, how do you feel about this?

	Female WTOP		Male WTOP		Male Non-WTOP	
Feel good about it	100%	(6/6)	100%	(3/3)	0%	
Feel bad about it	0%		0%		100%	(1/1)

M. Has there been much romantic involvement between men and women CHP officers?

	Female WTOP		Male WTOP		Male Non-WTOP	
Yes	100%	(10/10)	100%	(16/16)	50%	(5/10)
No	0%		0%		50%	(5/10)

N. How do you feel about the romantic involvement between men and women officers?

	Female WTOP		Male WTOP		Male Non-WTOP	
No problem; their own business	100%	(8/8)	67%	(8/12)	83%	(5/6)
It causes problems	0%		33%	(4/12)	17%	(1/6)

O. Do you like being a CHP officer?

	Female WTOP		Male WTOP		Male Non-WTOP	
Yes, very much so	100%	(11/11)	100%	(21/21)	75%	(9/12)
I have some strong negative feelings	0%		0%		25%	(3/12)

P. Do you think that the CHP should hire women officers in the future?

	Female WTOP		Male WTOP		Male Non-WTOP	
Yes	100%	(11/11)	37%	(7/19)	18%	(2/11)
Only competent ones (many of these WTO's are not competent)	0%		21%	(4/19)	45%	(5/11)
No	0%		42%	(8/19)	36%	(4/11)